



One City for All People

Metro Human Relations Commission
Full Commission Meeting Minutes
Monday, February 5, 2018, from 4:00 PM to 5:30 PM
Lentz Public Health Center
2500 Charlotte Ave., Nashville, TN 37209

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, , Marcela Gómez, Phyllis Hildreth, Aisha Lbhalla, Lethia Mann, Oscar Miller, Avi Poster, Erin Pryor, Marisa Richmond, Janice Rodriguez, Peter Woolfolk

Commissioner Absentees: William Leavitt, Jeff Gibson, Abdishakur Mohamed, Dave Garrison

Others: Mel Fowler-Green (Ex. Dir., MHRC), Barbara Gunn Lartey (Dir., Community Engagement, MHRC), Sarah Imran (Dir., Policy and Research, MHRC), Josh Lee (Metro Legal), Guests: Kathy H., Ryan O., Easton H.

- I. **CALL TO ORDER:** MHRC Board Chair, Phyllis Hildreth
This meeting was called to order at 4:05p by CBC Hildreth.
- II. **CONFIRM QUORUM** (Share regrets from Commissioners not in attendance; introduce guests)
A quorum was reached at meeting's inception.
- III. **REVIEW AND APPROVAL OF MINUTES**
Comm. Richmond moved for approval. Comm. Miller seconded. No revisions. The minutes were approved and adopted.
- IV. **FINANCIAL REPORT:** Executive Director, Mel Fowler-Green
E.D. Fowler-Green explained that we remain under budget.
- V. **COMMITTEE REPORTS**
 - Executive Board Report: Commission Vice Chair ("CVC") Avi Poster
 - With the guidance of Josh Lee, Executive Board reviewed E.D. Fowler-Green's contract.
 - Primary items of focus: Resignation notice, Contract Term and Evaluation
 - Contract will be brought to the Full Board at the February meeting for adoption
 - Due Process: Commissioner Marisa Richmond
 - Comm. Richmond reported Committee met on January 24th. Comm. Rodriguez disseminated copies regarding TN Dept. of Ed 2012 publication about Bullying and Harassment, TN Codes re criminal offenses and cyberbullying laws in TN.
 - Comm. Richmond announced the rules and protocol for Commission Meetings:
 - > Ask people to sign in at door
 - > Three minutes to present; handouts acceptable
 - > Unlimited time for Q&A by Commissioners

- > CBC Hildreth said that since next meeting will be recorded, she'd like the Due Process Committee to return with short bullet points, websites, etc. She wants this info on the record.
- > Comm. Poster asked for clarification of the focus of the bullying discussion. Comm. Richmond said Comm. Ali made the request and will be asked to elucidate.

By-Laws Committee:

In Comm. Gibson's absence, E.D. Fowler-Green explained that she and Comm. Gibson will meet soon to triage next steps for By-Laws Committee.

VI. **NEW BUSINESS**

- ***Diversity and Inclusivity in Volunteer Programming at Nashville Public Library***

- > **Amy Pierce**, Volunteer Services Supervisor, NPL Volunteer Services
- > **Sherry Adams**, Human Resources, NPL Volunteer Services

- E.D. Fowler-Green Mel introduced. Amy Pierce and Sherry Adams explained the highlights of the outreach efforts for Volunteer Services, including:
 - Goal to serve more diverse communities, particularly Spanish and Kurdish
 - Edmonson Pike/Thompson Lane are particular areas of interest
 - Would like to have story time for Kurdish children
 - Seeking Spanish- and Arabic-language staff members
 - NPL wants to take Bringing Books to Life into underserved communities
 - Elyse Adler is the Community Engagement person at NPL for more information

Several Commissioners inquired about referenced aspects of the presentation, expressly:

- The Oral Histories Project (follow up with Andrea Blackman). Mel said she'll follow up.
- Whether teens can volunteers (yes—they may apply online)
- Comm. Ali suggested expanding outreach beyond Kurdish not Egyptian or Coptic communities
- Comm. Rodriguez asked if there is a socio-economic dynamic. Amy Pierce said no.

VII. **OLD BUSINESS**

- Review and Ratify Executive Director Employment Contract
Comm. Gonzales motioned to adopt. Comm. Woolfolk seconded. The contract was approved and adopted. Executive Committee will report to the Full Commission at the April 9th meeting.
- Invitation to support Welcome Home and the Affordable Housing Campaign: Discussion led by Vice Chair Avi Poster
Comm. Poster reviewed the policy platform. Comm. Miller asked for clarification about “the ask.” E.D. Fowler-Green explained Welcome Home and Comm. Poster are asking the Commission to publically support the policy platform. Comm. Mann asked about the guidelines for choosing campaigns (e.g., living wage, housing, transit, etc.). E.D. Fowler-Green reminded that MHRC's charter allows for making policy recommendations.

Significant discussion ensued.

CBC Hildreth reminded that at last meeting Commissioners voted to support ED Fowler-Green with official resources to continue to serve as a consultant to Welcome Home. She said this decision is within the purview of MHRC's Code (Scope of Responsibility Section).

After additional opinions and insights were shared, Comm. Gonzalez motioned that we support the Welcome Home platform, send a letter, and lend our name. Comm. Ali motioned to amend the motion, noting that it is not a registered organization. Comm. Woolfolk seconded.

Motion was unanimously adopted.

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

E.D. Fowler-Green gave an expedited report:

- Budget update—late in process. No information. Anticipating a reduction plan. CBC Hildreth asked Commissioners to study budget.
- MDS went really well. Accommodating request by MNPD for additional MDS trainings during this fiscal year.
- Civility discussion with David Plazas: Iftar part of series. What do we mean by civility? How can we craft at iftar? Comm. Ali announced she may have a funder.
- TN Diversity Consortium—HR professionals and others in town interested in Public Conversation Project model.
- Title VI: Mel meets regularly w/Shannon Hall. Seeking to expand Title VI training.

IX. **PUBLIC COMMENT**

Several guests presented to the Commission their concerns about full and equitable access to health insurance for Metro's transgender employees. CBC Hildreth asked E.D. Fowler-Green Mel to take up this issue, particularly due diligence re where else this occurs. Guests noted that many other municipalities have expanded coverage for transgender health care and distributed handouts.

X. **ANNOUNCEMENTS**

Comm. Erin Pryor has been granted at Belmont University. Fellow Commissioners congratulated her.

E.D. Fowler-Green announced that Mark Eatherly has been recognized for completing five years with Metro at MHRC.

E.D. Fowler-Green reminded that the April meeting will be April 9th instead of April 2nd.

XI. **ADJOURN**

Comm. Richmond moved to adjourn; Comm. Davis seconded. Meeting was adjourned at 5:47p.

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.