



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, June 4, 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.

I. **CALL TO ORDER:** MHRC Board Chair, Phyllis Hildreth

The meeting was called to order at 4:00p. CBC Hildreth welcomed and introduced new Commissioners: Linda Robinson, Kobie Pretorius and Irwin Venick. She also acknowledged Rev. Davie Tucker—who was unable to attend today’s meeting.

Commissioners in Attendance: *Samar Ali, Jeremy Davis, Dave Garrison, Jeff Gibson, Aisha Lbhalla, Lethia Mann, Phyllis Hildreth, Oscar Miller, Avi Poster, Kobie Pretorius, Erin Pryor, Marisa Richmond, Linda Robinson, Janice Rodriguez, Irwin Venick*

Commissioners Not in Attendance: *Marcel Gómez, Rev. Davie Tucker*

Others in Attendance: *Mel Fowler-Green, Barbara R. Gunn Lartey, Ashford Hughes, Sarah Imran, Vanessa Lazón, Quan Poole*

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

A quorum was achieved at meeting’s inception.

III. **REVIEW AND APPROVAL OF MINUTES**

Comm. Richmond asked her name to be corrected. Comm. Rodriguez asked to revise “slate” of nominees to “list.” Corrections to May’s Minutes will be made. Minutes will be represented as July meeting.

IV. **FINANCIAL REPORT:** Executive Director, Mel Fowler-Green

E.D. Fowler-Green reported that the budget is on track. She expects to be in a position to honor the Finance Department’s request for “cost savings.”

V. **COMMITTEE REPORTS**

- Executive Committee: CBC Phyllis Hildreth
 - CBC Hildreth reported that Executive Committee approved 2.5% open-range increase

- Nominating Committee: Vice Chair Poster
 - Vice Chair Poster explained nominating process
 - CBC Hildreth confirmed with Legal Counsel Quan Poole that yet-to-be-reconfirmed Comm. Erin Pryor should abstain from voting until she is reappointed.
 - Vice-Chair Poster reported that the Nominating Committee has met and approved a slate of nominees for the Executive Board. He anticipates announcing the nominations before the June meeting and holding elections at the June or July meeting.

VI. **OLD BUSINESS**

- Executive Committee Elections (ACTION REQUIRED)
 - CBC Hildreth facilitated Executive Committee Elections by requesting nominees to leave the room during voting. The following Commissioners were elected to serve on the Executive Committee:
 - CBC Hildreth asked Commissioners to vote on Comm. Marcela Gómez for Treasurer—who's absent because of a work deadline. Hildreth said Comm. Gomez wants to serve. Commissioners unanimously elected her to serve as Treasurer. In addition, the following Commissioners were also unanimously elected to serve on the MHRC Executive Board:
 - > **Commission Board Chair:** Janice Rodriguez
 - > **First Vice Chair:** Marisa Richmond
 - > **Second Vice Chair:** Jeremy Davis
 - > **Secretary:** Oscar Miller
 - > **Treasurer:** Marcela Gómez

Upon Comm. Rodriguez's election, CBC Hildreth stepped aside as the Board Chair and deferred to Comm. Rodriguez as the newly-elected Board Chair. E.D. Fowler-Green presented Comm. Rodriguez with the official Board Chair Guide.

VII. **MHRC BOARD CHAIR COMMENTS:** CBC Phyllis Hildreth (3 minutes)

- Immediate-Past Chair Hildreth shared her reflections about serving on the Commission for the last six years. She thanked her fellow commissioners for the work they've done together, especially around process and special consideration of the work before the Commission

Comm. Rodriguez thanked CBC Hildreth for her vision, dedication and effective leadership. Comm. Poster agreed, acknowledging CBC Hildreth for her ability to help navigate the Commission to a difficult season to a place of more focused purpose and enhanced visibility.

VIII. **NEW BUSINESS**

- E.D. Fowler-Green introduced Ashford Hughes.
- **Office of the Mayor** (30 minutes)
 - > **Ashford Hughes**, Senior Advisor, Workforce, Diversity and Inclusion
Mayor's Office of Economic and Community Development

- > Presentation Highlights
 - Plans to collaborate with Human Resource's Shannon Hall to incorporate diversity & inclusion plan
 - Plans to re-evaluate procurement non-discrimination policy to gain access to minority procurement opportunities. Last one 14 years ago. He expects it to be complete in July 2018.
 - Plans to address race and equity through GARE. Hughes seeks to crystallize strategy and equity goals.
 - How do we cultivate diverse civic leaders? Hughes and his team are already collaborating with the Urban League and the NAACP.
 - Wants more consistent, timely communication: Newsletter?
 - More stakeholder/community engagement & participation
 - Specifically, wants to increase POC participation
 - Plans to disseminate findings from employee satisfaction survey
 - Wants to strengthen relationship with HBCUs
 - Workforce Development & Affordable Housing
 - McGruder Center—wants to develop as an incubator or community empowerment and self-determination to enhance quality of life; also offer triage recommendations
 - REAL Dialogue: Status? Hughes said results on website and plans to find a more effective way to communicate
 - Title VI: Hughes will follow up tomorrow, Wednesday, regarding next steps for a response to the "Driving While Black" report
 - Comm. Mann asked about date for releasing results of disparity study. Hughes said by end of July, referencing the seminal *City of Richmond v. J.A. Cronson Co.* case.
 - Comm. Richmond inquired about LGBTQ employees feeling secure regarding re employment.
 - Comm. Poster remarked that he appreciates Hughes' decision to align priorities with IncluCivics and previous work of the Commission. Poster asked Hughes to revisit the vision and purpose of the Minority Advisory Committee. Comm. Poster also asked Hughes to be proactive, less reactive, regarding ICE.
 - Ashford Hughes asked MHRC to support the strategies, tactics, and vision of the Mayor's Office. CBC Rodriguez confirmed that MHRC would be.

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

- **Nashville Hearts Us:** CBC Rodriguez asked about soliciting organizations for this initiative. E.D. Fowler-Green said cnm.org has been a valuable resource. Fowler-Green noted **Nashville Hearts Us** will launch once there's a critical mass.
- **Cultural Awareness Training:** Metro Social Services, May 30, Barbara Gunn Lartey.
- **Metro Nashville Census Training:** Saran Imran has co-designed with ITS' Robyn Mace, Facilitated by U.S. Census Bureau, June 8 – 22.

- **Language Access:** Looking at incorporating best practices.
- **MNHD:** Collaborating to create diversity and equity trainings to address implicit bias and systemic inequities. Specifically seeking to build an equity lens to address these issues.
- **Meharry:** Exploring options to create **Neighborhood Indicator Project**. They are also interested in analyzing the underlying factors that contributed to high incarceration rates in some Nashville neighborhoods, as reported by a Brookings Institute that concluded that incarceration rates in 37208 are highest in the country.
- **Iftar Update: June 13, Music City Center. Defining Civility: Community, Power and Cultural Exchange.** Comm. Ali will offer keynote. Comm. Ali's main message: De-politicizing Islam and reclaiming our narrative. Discussed collaborative funding from alliance of Muslims, Jews, and Christians. Comm. Poster asked for one-pager regarding this resource.

X. **PUBLIC COMMENT**

There were no public comments.

XI. **ANNOUNCEMENTS**

- Comm. Richmond: **Monday, June 4, Bicentennial Mall**, Supreme Court Bakers' Case
- CBC Rodriguez asked if we should revise the meeting July meeting date from July 2 to July 9. Comm. Garrison motioned to move the date; Comm. Hildreth seconded. Next Commissioner meeting will be July 9.

XII. **ADJOURN**

This meeting was adjourned at 5:35p.

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.

June 2018 -- MHRC Director's report

Budget

<i>Status</i>	<i>Comments</i>	<i>Relevant Dates</i>
Metro Council considering Mayor's recommended budget	<p>Our hearing was on May 9.</p> <ul style="list-style-type: none"> Thank you Commissioners Hildreth and Richmond for attending <p>Status quo budget. Council members could not make recommendations on a "wish list" as they did in the past few years.</p>	Council must adopt ordinance by June 30
Open Range Increases	<p>If the pay plan is approved, budget will include 2.5% for employees in positions eligible for Open Range increases.</p> <p>ED is responsible for allocating increases for staff; Commission may decide to request the increase for me.</p>	Open Range increase allocation must be submitted June 22

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Collaborative report telling instructive stories about youth violence using data.	In collaboration with the "Data Coordinators" convened by Metro's Chief Data Officer, Robyn Mace.	
IncluCivics	<p>Three year update.</p> <p>Part of the MHRC Intern Program</p>	Anticipated release: September
Affordable housing educational series	<p>Moving toward a final draft of Part II in the next few weeks.</p> <p>Part of the MHRC Intern Program</p> <p>More printed copies – Please share them!</p>	<p>Part II anticipated release mid-July</p> <p>Part III – no date yet</p>
Nashville Hearts.Me platform	<p>Effort to create a nearly evergreen resource to help constituents and service providers find needed services.</p> <p>Beta testing now; intend to launch once</p>	

	there are more service providers signed up.	
PolicyLink – All-In Cities Anti-Displacement Initiative	<p>I am part of a team representing Nashville in the All-In Cities initiative by Policy Link addressing policies to avoid or mitigate displacement due to gentrification</p> <p>Public website will launch this week so the team can share what we learn with constituents. Anyone can follow the PolicyLink process and the work of our team, and provide feedback.</p> <p>We will also hold 2-4 meetings over the course of the year to share the knowledge we are gaining.</p>	
Poverty Report	<p>Addressing the state of poverty and economic opportunity for African Americans in Nashville 50 years after the death of Dr. Martin Luther King, Jr.</p> <p>Request made to our office by CM Vercher.</p> <p>In collaboration with Dr. Ken Chilton at TSU.</p> <p>Part of the MHRC Intern Program</p>	Anticipated release: August
Title VI	<p>Still working on a Metro-wide Language Access Plan and Resource Guide; will be meeting with the Mayor’s office, HR, and General Services in two weeks</p> <p>Restructuring Title VI reporting and training in collaboration with HR. Should be accomplished by next Spring.</p> <p>This year we will also update our website and make a simple training video for new employees for use by department Title VI Coordinators.</p>	<p>Meeting: June 18</p> <p>Website update and Video anticipated release: November</p>
37208 Incarceration Project	Advising researchers at Meharry	

	formulating a project around the findings of the Brookings Report -- the 37208 neighborhood the highest in the nation at 14% incarceration rate.	
Public Relations	Project introducing each Commissioner on website, in social media and newsletters.	Starting this month

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Mobile Diversity Seminar for MNPDP Police Academy	If you want to volunteer for the Seminar on June 13, please let Barbara know	June 13
Music City Iftar	6th Annual “Defining Civility: Community, Power, and Cultural Exchange” Keynote: Samar Ali Will be covered by Nashville Public Television – as part of their Next Door Neighbor Series Partnering with the Tennessean – this will be a part of their year-long series on Civility This year the event is supported by a new foundation	June 11
Census Training	In partnership with Metro ITS and the U.S. Census Bureau, the MHRC is hosting a series of free trainings in June specifically for Metro Departments and local nonprofits.	
Pride	Sponsorship	June 23
Fisk Fest	Sponsorship	June 30
Fall Poverty Summit	Sponsorship	Fall

Commissioner appointments approved by council last month:
 Reappointments: Oscar Miller, Samar Ali, Janice Rodriguez, Marcela Gomez
 New appointments: Rev Davie Tucker, Irwin Venick, Linda Robinson, Kobie Pretorius
 Commissioner Pryor’s reappointment is hopefully upcoming; we are working through some schedule issues.
 For next meeting –
 I thought it would be a good opportunity to do an in-house training for the Commission. I suggest a Title VI training, or our custom build systemic inequality training.