



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, July 9, 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, Janice Rodriguez

The meeting was called to order at 4:05p. There was no quorum at meeting's inception.

Commissioners in Attendance: *Marcela Gómez, Lethia Mann, Phyllis Hildreth, Kobie Pretorius, Marisa Richmond, Janice Rodriguez, Rev. Davie Tucker, Irwin Venick*

Commissioners Not in Attendance: *Samar Ali, Jeremy Davis, Aisha Lbhalla, Dave Garrison, Jeff Gibson, Oscar Miller, Avi Poster, Erin Pryor, Linda Robinson*

Others in Attendance: *Mel Fowler-Green, Barbara R. Gunn Lartey, Sarah Imran, Quan Poole, Hershell Warren*

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

A quorum was not achieved.

III. **REVIEW AND APPROVAL OF MINUTES**

Comment/Request, Commissioner Venick: Can we write minutes from the perspective of those who are unfamiliar with our work, terms, etc.? E.D. Fowler-Green thanked Comm. Venick and said yes.

Comm. Gomez requested a revision to the June Minutes regarding her election.

Minutes were reviewed; will be on the agenda for approval in August.

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

Reviewed budget. E.D. Fowler-Green Expects to have year-end savings as requested by Finance.

V. **OLD BUSINESS**

- Comm. Richmond: Please add Marcela Gomez as Treasurer.
- *We Serve the City* - Charting our Course for Education and Advocacy (10 minutes)
 - Discussion about future educational meetings

- E.D. Fowler-Green asked if the Commission wanted to continue and if so, in what direction would they like to go.
- Comm. Richmond inquired about Homelessness Commission, expressly what she's heard about it being abolished. Quan Poole, who also, represents the Homeless Commission, clarified that the goal is to address duplication of services with the Continuum of Care.
- Comm. Gonzalez asked about current work by El Protector, explaining that El Protector is an initiative of MNPDP. She will follow up with them.
- Comm. Venick asked about who we've already heard from. E.D. responded:
 - > Office of Resilience: Metro Readiness (Eric Cole and Anne Havard)
 - > Office of District Attorney and Office of Public Defender: Money Bail (General Glenn Funk, Public Defender Dawn Deaner)
 - > Office of Finance: Budget Process (Tony Neumaier, Gene Nolan)
- * [All past sessions can be seen here: <https://www.nashville.gov/Human-Relations-Commission/Projects-and-Events/Civic-Education-Sessions.aspx>.]
- Comm. Hildreth suggested new Commissioners be invited to share their opinions about who'd they'd like to hear from. She also recommended we circulate the rubric originally prepared for guests.
- Comm. Tucker inquired about the outcome of these Educational presentations. Do they lead to policy positions? Do they inform the Commissioners to do so? E.D. Fowler-Green responded that they could. She thinks it's important that Commissioners be educated on the broadest scope before taking a public position. These "We Serve the City" education presentations enable Commissioners and the public to become informed.
- Comm. Tucker also addressed Ashford Hughes' promise to follow up with MHRC regarding Gideons' Army report. E.D. Fowler-Green responded that she was in a meeting with Mayor Briley and Chief Anderson earlier today. From that meeting: Mayor's Office will take no position on the COB proposal—as it is currently written. They believe it is best to allow the COB process to play out. The Mayor will continue to work with the Policing Project, and is seeking funding to support the data analysis. Community engagement is anticipated around any findings.
- Comm. Gonzalez asked about HR. Said that Councilman Bedne has been a vocal advocate to make employment w/Metro more accessible and is wondering about this. E.D. referenced three-year update to IncluCivics report. Sarah Imran said we should consider September.
- CBC Rodriguez said that every two months was a bit ambitious for the education presentation but perhaps quarterly. E.D. Fowler-Green suggested September, especially since we'd be able to have Commission Meeting at Lentz. (August meeting will be at Metro Office Building.)

VI. NEW BUSINESS

- **Title VI Training** (45 minutes)
 - > Inservice training about Title VI and the role MHRC plays in training and enforcement throughout Metro
 - E.D. Fowler-Green believes Title VI is important for the Commission as a strategy, leverage, tool to empower constituents
 - Comm. Venick asked about Title VI complaints we receive. What do we do with them? How disposed? What if we receive a complaint that was jurisdictional and substantive?

E.D. Fowler-Green said pursuant to code and our bylaws, we can hold hearings and make findings.
 - Comm. Richmond made a CMA-related inquiry. E.D. Fowler-Green said she'd like to follow up with her.
 - CBC Rodriguez would like a summary from E.D. Fowler-Green on how we're improving Title VI. E.D. Fowler-Green suggested NECAT (Nashville Education Community and Arts Television) as a constituent-centric project to inform about Title VI.

VII. DIRECTOR'S REPORT: Executive Director, Mel Fowler-Green (10 minutes)

CBC Rodriguez announced that though Director's Report is included, asked if she had anything to highlight. She said only the budget. E.D. Fowler-Green added that all of her staff received the Open Range increase of 2.5%.

VIII. ANNOUNCEMENTS

- **Comm. Venick:** July 24, 7:00pm. The Temple. "Community Oversight Now: Why Nashville Needs a Community Oversight Board"
- Comm. Hildreth: Requested live hyperlink for website maintained by Nashville's All-In Anti-Displacement Initiative team with Policy Link
- Comm. Pretorius: Attended 100 Anniversary of Dutchman's Curve train wreck
- **Next Commission Meeting:** Monday, August 6, 2018, 4:00p-5:30p, **Metro Office Building**

IX. ADJOURN

Comm. Richmond moved to adjourn. Comm. Hildreth seconded. Meeting was adjourned 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.

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.

July 2018 -- MHRC Director's report

Budget

<i>Status</i>	<i>Comments</i>	<i>Relevant Dates</i>
Metro Council passed operating budget	As predicted, it is a status quo budget, so we remain the same as this year, except as noted below.	
Open Range Increases	The pay plan was approved with 2.5% Open Range Increase for all employees including the ED. There was no COLA.	

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Census Training	<p>In partnership with Metro ITS and the U.S. Census Bureau, the MHRC organized a three part series of free trainings in June specifically for Metro Departments and local nonprofits.</p> <p>They went really well and we received overwhelmingly positive feedback, as well as an interest in trainings of similar nature in the future.</p>	June
Impact Evaluation Training @ World Bank	<p>Sarah attended a five-day Impact Evaluation training at the World Bank in Washington DC. The workshop was extensive in its scope and covered methods and best practices to follow when managing and conducting evaluations.</p> <p>We look forward to using these skills to start evaluating a youth violence intervention in the fall.</p>	18-22 June
IncluCivics	<p>Three year update. Part of the MHRC Intern Program</p>	Anticipated release: September
Affordable housing educational series	<p>We have a final draft that we have shared with community partners for proofreading.</p> <p>More printed copies – Please share them!</p>	August

Metro Social Service Training	Barbara co-facilitated with DCS	May 30
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 there are more service providers signed up.</p>	
Ending the Epidemic	<p>Barbara serves with cohort to</p> <ol style="list-style-type: none"> 1. Address HIV-specific issues, including evaluating current prevention resources 2. Identify barriers to equitable accessing resources, and 3. Making recommendations on strategies to reduce/eliminate those barriers. <p>Includes representatives from Public Health, AIDS Service and community-based organizations, and concerned constituents.</p>	Bi-weekly
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 launched 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>The report will cover the following topics in relation to poverty:</p>	Anticipated release: August

	<ol style="list-style-type: none"> 1. Overall trends in Poverty (past 50 years) 2. Education 3. Employment & Regional Economy 4. Housing & Affordability - 5. Health 	
Title VI	<p>Still working on a Metro-wide Language Access Plan and Resource Guide; met in June with the Mayor's office, HR, and General Services. Follow up next week.</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>
Center for Nonprofit Management Training	Workshop to address issues re systemic inequity and building a Nashville-centric equity lens for nonprofits to use	July 31
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
Native America on PBS/NPT	Barbara and Mark are working with NPT to create a promo spot for the MHRC during the multi-part series on Native Americans.	Now through October

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Mobile Diversity Seminar for MNPd Police Academy	Went very well! Highlights: Facilitator Atica Helms, Juv. Court, Julian Walker, Southern Word	June 13
Music City Iftar	Largest one to date (400 guests!) Samar delivered keynote	June 11

Youth Development Program	Sarah will be representing us at a two-day design thinking program hosted by Oasis. The goal is to create a new leadership program for youth in Nashville that bridges the gap between public and private schools. 30 adult leaders and 40 youth will work together during these two days to develop this program.	July 23 and 24
Pride	Sponsorship: Very well attended	June 23
Fisk Fest	Sponsorship: Very well attended (hot!)	June 30
Fall Poverty Summit	Sponsorship	Fall
Minority in Concert	Co-organizer; Partners include: Celebrate Nashville, Metro Parks, YWCA, Nashville Entrepreneur Center, TIRRC, TN Equality Project, Out and About, WFSK, Oasis Center, Conexion Americas.	August 22 nd from 5:30PM to 9PM
Celebrate Nashville	Co-organizers; Centennial Park	October 6 th from 10AM to 6PM
African Street Festival	Sponsorship: Hadley Park	Sept 21-23

**** The room at Lentz will NOT be available to us next month or for months of October, November, and December. (We can use it in September).**
- Alternate location... Metro Office Building?