



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, December 3, 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 4:00p.

Commissioners in Attendance: *Janice Rodriguez, Linda Robinson, Avi Poster, Marisa Richmond, Lethia Mann, Kobie Pretorius, Oscar Miller, Erin Pryor, Marcela Gómez, Jeff Gibson, Phyllis Hildreth, , Irwin Venick, Rev. Davie Tucker, Jeremy Davis*

Commissioners Not in Attendance: *Dave Garrison, Samar Ali, Aisha Lbhalla*

Others in Attendance: *Mel Fowler-Green, Sarah Imran, Vanessa Lazon*

II. **CONFIRM QUOROM**

III. **REVIEW AND APPROVAL OF MINUTES**

Attendance for previous meeting was taken. Minutes approved with changes to attendance record.

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

Reviewed budget. The only item that is unusual is expenses on computers. Old office computers were exchanged for laptops for use by interns.

V. **UPDATES:**

- Police Safety and Justice:

- ED Fowler-Green, Commissioners Richmond, Rodriguez, Davis, and Tucker updated full commission on Seattle's SAFE PLACE program meeting at the Mayor's Office.
- MNPD has now hired a fulltime LGBTQ liaison. Fire is looking for someone to fill that role in their department as well.

- Community Oversight Board:

- ED Fowler-Green encourages nominations for the COB board. 11 positions overall: Mayor gets two, council gets 2, 11 come from self-petition, 4 of which are from economically disadvantaged areas.
- Important for community to get educated about the process of forming the COB – how to make nominations, letters of recommendation, calling councilmembers, and so on.

- Mayor's office has asked MHRC to co-sponsor a one-day symposium inviting a few national experts on community oversight boards, to have a public education about COB best practices and to have a conversation about what the Nashville community should expect from the COB. Symposium tentatively planned for February.

- Suspension and Expulsion Policy in Schools:

- NOAH has been working with PASSAGEs to try to eliminate racial disparity in schools.
- Current data shows that about 45% of students in elementary schools are black, but have experienced about 76% of the suspensions. That's about 1300 suspensions of black elementary students this year.
- The resolution proposes the elimination of in-school arrests, out of school suspensions and expulsions of elementary school students (ages 3- 9 years).
- Comm. Marcela Gomez asks three questions for the record:
 - Is there a way we can engage nonprofits?
 - Can we give unconscious bias trainings for teachers?
 - What are we doing about diversity in hiring at schools?
- ED Fowler-Green mentions the completion of her third year with the Chamber's Report Card Committee. She makes the point that the adoption of School Culture as a priority is telling. During the budget cycle this year when it was clear that the city couldn't fund everything that schools needed. One thing council made sure was funded despite budget cuts: Social Emotional Learning.
- Comm. Irwin Venick suggests two technical changes to the document:
 - Make it clear that this document is by the MHRC.
 - Replace 'we' by 'MHRC'.
- Other changes recommended by the board:
 - Maximum two days out of school per suspension
 - Request of financial support for additional wrap-around services
- Motion for adoption of the resolution made by Commission Hildreth, seconded by Commissioner Venick.
- MOTION PASSED (Final version of Resolution attached)

VI. DIRECTOR'S REPORT:

- ED Fowler-Green went to Austin with Policy Link. Enlightening and frustrating. Learned about other cities that have resources and political will to address displacement e.g. Austin passed a \$250 million GO bond for affordable housing.
- Access to safe affordable housing is a civil rights issue. This will be the main focus of third booklet in the Affordable Housing booklet series.

VII. ANNOUNCEMENTS

- Human Rights Day celebration on December 11.
- Commissioner Pretorius: Wednesday night USN Nashville IT City – How Nashville Made and remade this city.
- Commissioner Hildreth: ABC will be hosting a COB nominating training on campus from 10 am – 12 pm. The purpose will be to go through all public documents related to the COB. The second session on January 5th 10 am – 12 pm, the purpose of which will be to provide a

briefing on what the council's nomination process will be like.

- Commissioner Richmond: On Nov 15th, Mel and Commissioner Richmond had an op-ed in the Tennessean about the Transgender Day of Remembrance.

VIII. ADJOURN

Comm. Richmond moved to adjourn. Comm. Pretorius seconded. Meeting was adjourned at 5:40pm.

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.

December 2018 -- MHRC Director's report

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Affordable housing educational series	<p>Second in the series is complete and has been released. Supported by MHRC Fund of the Community Foundation of Middle TN.</p> <p>Please share these! Also be sure to share the website where the information can be downloaded:</p> <p>www.housing101.us</p>	
Public Safety and Criminal Justice	<p>1. Results from the Policing Project study and report were released.</p> <p>2. We are working closely with Mayor's Office, MNP, NFD, and others following the transgender shaming incident reported on in October. We will be working directly with the departments to implement training recommendations, if any – including other Metro employees, generally, not just MNP and NFD. We are committed to including representatives from the transgender community in forming any recommendations and trainings, just as we do for the Police Academy during the Mobile Diversity Seminar we lead.</p> <p>3. Community Oversight Board:</p> <p>- Nominations Due December 18</p> <p>- We have been working closely with the Mayor's Office and the Metro Council Office to ensure</p>	<p>COB Nominations DUE: December 18</p> <p>COB Symposium: February, 2019</p>

	<p>successful implementation</p> <p>- The Mayor’s Office has asked that we co-sponsor a one day symposium to hear from COB experts on what the community should expect and how best to use the COB</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 there are more service providers signed up.</p>	
PolicyLink – All-In Cities Anti-Displacement Initiative	<p>Team representing Nashville in the All-In Cities initiative by Policy Link addressing policies to avoid or mitigate displacement due to gentrification</p> <p>Anyone can follow the PolicyLink process and the work of our team, and provide feedback.</p> <p>www.nashvilleallin.com</p> <p>Austin Nov 13-14 convening of all the cities in the initiative was both enlightening and frustrating. I learned a great deal regarding best practices, but also learned how much more we could be doing as a city.</p>	
Poverty Report	<p>Initially requested by council member Vercher. Addressing the state of poverty and economic</p>	ASAP

	<p>opportunity for African Americans in Nashville 50 years after the death of Dr. Martin Luther King, Jr.</p> <p>Completed and awaiting recommendations from CM Vercher on the release.</p>	
Youth Violence Evaluation	<p>Collaboration with Gideon’s Army.</p> <p>They are implementing a school-based intervention to combat youth violence. This program is being piloted at Pearl Cohn high school. We are helping implement and evaluate this program. The past month, Sarah and Rasheedat worked on designing a pre-survey to measure previous involvement in, exposure to and current attitudes about violence.</p> <p>This survey will be implemented this week.</p>	1-2 year project
Partnership with Vanderbilt University and Columbia University	<p>Both these universities offer Program Evaluation classes that form partnerships between students and organizations to work together on evaluating programs. Sarah has been participating in classes this semester and work with students at both these universities to design a program evaluation for Gideon’s Army.</p>	This semester
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.</p> <p>Restructuring Title VI reporting and training in collaboration with HR. Should be accomplished by next Spring.</p>	<p>Meeting: to be rescheduled with Mayor’s Office</p> <p>Website update and Video anticipated</p>

	In the next few months we will also update our website and make a simple training video for new employees for use by department Title VI Coordinators.	release: April
Center for Nonprofit Management Training	<p>Workshop to address issues re systemic inequity and building a Nashville-centric equity lens for nonprofits to use</p> <p>Mel Fowler-Green, MHRC</p> <p>Barbara Gunn Lartey, MHRC</p> <p>Sarah Imran, MHRC</p> <p>Sarah Bounse, MNHD</p>	<p>Two next year:</p> <p>April 25, 2019</p> <p>Oct 22, 2019</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.	Ongoing
Chamber Report Card Committee	I am serving my third and final year on the Report Card Committee of the Chamber of Commerce. This year we are focusing on Social Emotional Learning.	Report out December 18
Inclusive Health Insurance Policy Recommendation and Advocacy	<p>We are currently researching and drafting a policy recommendation for the Metro Benefits Board to ensure full insurance coverage for transgender employees.</p> <p>We are meeting with Joseph Woodson, the Mayor's</p>	<p>Expected</p> <p>February, 2018</p>

	LGBTQ Liaison to work together on this issue.	
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Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Human Rights Day Celebration	Sponsorship	Dec 11, 2018
Community Oversight Symposium	Co-Lead Sponsor (with Mayor's Office)	February (?), 2019
Spring Poverty Summit	Sponsorship	Spring 2019
Mobile Diversity Seminar	Lead Sponsor	March 6, 2019