



One City for All People

Metro Human Relations Commission
Full Commission Meeting Minutes
Monday, January 7, 2019, 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, Jeremy Davis, Erin Pryor, Avi Poster, Lethia Mann, Marisa Richmond, Phyllis Hildreth, Oscar Miller, Irwin Venick, Kobie Pretorius*
Commissioners Not in Attendance: *Aisha Lbhalla David Garrison, Jeff Gibson, Marcela Gomez, Davie Tucker, Samar Ali*
Others in Attendance: *Mel Fowler-Green, Sarah Imran, Vanessa Lazon, Justin Marsh (Metro Legal)*
- II. **CONFIRM QUOROM**
- III. **REVIEW AND APPROVAL OF MINUTES**
 - Board Chair notes that acronyms require more clarification.
 - Comm Richmond proposes to approve the minutes. Comm Davis seconds.
- IV. **FINANCIAL REPORT:** Executive Director, Mel Fowler-Green
Reviewed budget. On track to meet the mandates budget savings – about \$13,000. A bit of additional savings on payroll. Barbara was out for a while on unpaid leave.
- V. **UPDATES:**
 - **Bylaws Committee:**
 - Ad-hoc bylaws committee. Comm. Gibson was leading that.
 - Rules and procedures: Technical procedure rules that this body would be used for convening hearings regarding complaints of discrimination. It is out of date in a technical sense e.g. the use of snail mail in how we receive and respond to complaints.
 - Mel had a conversation with Alex, MHRC's new legal counsel, to help update rules and regulations to help capture the breadth of what this body can address according to our charter.
 - We need to reconvene the bylaws committee. Comm. Gibson is willing to lead that process.
 - Comm. Miller and Comm. Venick volunteer to serve on this committee.

- The meeting for the committee must take place in a Metro facility. Barbara will contact the committee members to help facilitate the logistics of this meeting.

VI. DIRECTOR'S REPORT:

- Mel thanks everyone who attended International Human Rights Day.
- Second part of the affordable housing series is out, and we will be starting work on the third part soon. We are looking at the human and civil rights-based impact because of this market-based displacement. Professor Chilton from TSU will be working with us on this.
- We will be doing a presentation on this series with community partners soon, as well as presenting at the Conference for Neighbors.
- Comm. Poster suggests hosting a community event for the public in the summer after all three are published. If done in May, it could be a catalyst for conversations leading up to the election.
- Mel, who has been on the All-In Cities national cohort, has to present something to the other ten cities in March.
- Comm. Pretorius: A potential avenue could be a Lunch and Learn event at the public library.
- Comm. Venick: Prof David Padgett at TSU did work on census tract analysis. Could be another good resource.
- Vanessa Lazon provides update on hiring for Head of Affordable Housing in the Mayor's Office – the political uncertainty has made it difficult to recruit for this position.
- In November, the Policing Project released its assessment of traffic stops and policing strategies in Nashville. Mel to send link of the report to the Commission. There was a presentation in Council Chambers. Some of the interesting take-aways:
 - Even when accounting for reasons MNPd gave for policing practices, there were still racial disparities in policing.
 - Recommendations from the report:
 - Reduce the number of traffic stops. Using the traffic stop as a policing strategy does not result in a reduction in crime.
 - MNPd (Metro Nashville Police Department) and the City should acknowledge that there has been a greater impact on Black Nashville residents.
 - Comm. Tucker and Mel have had conversations with the Mayor's office urging the Mayor's office to make that acknowledgement.
 - Comm. Poster recommends that the Commission publicly endorses the report.
 - Mel suggests putting this on next month's agenda, after everyone has read the report.
 - Recommendations from OPA (Office of Professional Accountability): demotion in rank for the two sergeants, as well as mandated training. For the officers: varying number of days that they are required to take off depending on their involvement in the incident.

- The Chief and the OPA have asked the Commission if we would construct and lead that training. Mel spoke to Comm. Richmond about it and they have plan to deliver this training. It will be interactive and include transgender constituents willing to talk to the people involved. Mel and Comm. Richmond to send a proposal to Fire and Police about what the training will entail.
- Comm. Hildreth is one of two of the Mayor's nominees.
- 182 people submitted their nominations. There was a follow-up questionnaire that was also to be submitted. 150 people also submitted the questionnaires.
- Comm. Hildreth extends her resignation so that she can be confirmed to the COB (Community Oversight Board).
- Comm. Hildreth and Mel urged that a COB website be created, and the content of it is from the memorandum that Mel and Comm. Hildreth wrote together.
- Mel had a meeting with Mayor's Office (Marcus Floyd), City Hall, Council, and activists.
- Community Oversight Now coalition put up a list of recommendations, one of which is that the COB needs to work in close collaboration with the MHRC)
- Mel shares major events planned for the year 2019. Commissioners are encouraged to volunteer for any event that they are particularly interested in.
- Comm. Robinson and Comm. Pretorius express interest in helping with MLK Day event.
- Comm. Pryor expresses interest in MDS.
- Barbara to follow up with commissioners about this.
- Comm. Venick asks for Mel to expand on the content for Center for Non-Profit Management training. It is a full-day workshop for 7 hours. Through a combination of lecture, table-work, activities and report-out, the day starts with exploring what systemic racism is, and how it is manifested and perpetuated. The training goes over tools and processes that organizations can implement to disrupt and try to remedy systemic racism.
- Comm. Venick: Has there been any thought around doing something similar for the Chamber of Commerce? Also, important to extend these trainings to the for-profit sector.
- Mel: There have been conversations with CNM about how to get that group and more govt people to join. Trajectory: start with non-profits, and then have moved to funders.
- Comm. Poster asks the board to help promote the Decency of Work forum. Will bring the outline to the next commission meeting to recruit commissioners help to promote the event. Avi wants to be added to next month's agenda.

VII. ANNOUNCEMENTS

- Comm. Robinson: Vote on the school board is on Jan 22. NOAH and PASSAGE will be speaking On Jan 8 at the school board meeting as a final push to implementing the no-suspensions policy.

- Mel: Served her third and final year on the Chamber's Report Card Committee. One of the five was the same recommendation that the Commission made.
- Comm. Pretorius: Mayor Briley made a good statement with regards to Cyntoia Brown.
- Comm. Richmond: will be speaking at the Women's March and they will try to have Cyntoia Brown present at the meeting. She also requested any information about assistance available for furloughed federal workers.

VIII. ADJOURN

Board Chair Rodriguez 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.

January 2019 -- MHRC Director's report

Ongoing Projects and Programs

THANK YOU everyone who attended the Human Rights Day Celebration!

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Sharepoint Site	We will start working with Metro ITS in the next month to set up a Sharepoint site for the Commission. This will allow us to maintain a shared calendar and to share documents with you. I expect to have it up and functional no later than the March meeting.	March, 2019
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: www.housing101.us</p> <p>The third in the series will investigate the human civil rights impact of market-based displacement and the demographic changes in Nashville (placing it in historical context).</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</p>	<p>COB Confirmation Hearing: Jan 22, 2019</p> <p>COB</p>

	<p>directly with the departments to implement training recommendations, including other Metro employees, generally, not just MNP and NFD.</p> <p>3. Community Oversight Board:</p> <ul style="list-style-type: none"> - See correspondence from Vice Mayor Shulman regarding timing - We have been working closely with the Mayor’s Office and the Metro Council Office to ensure successful implementation - 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>Symposium: February, 2019</p>
<p>PolicyLink – All-In Cities Anti-Displacement Initiative</p>	<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>Maddox Diversity Equity & Inclusion Taskforce</p>	<p>Sarah is serving on the Dan and Margaret Maddox Foundation’s Equity taskforce, to participate in developing a strategy for the organization to implement DEI practices.</p>	<p>Yearlong project</p>
<p>Nashville Rising: Decency of Work for All</p>	<p>Sarah has been on the planning committee for a forum which aims to highlight the importance of livable wages in Nashville.</p> <p>Tentative details:</p> <p>Date: April 6</p> <p>Venue: TSU</p>	<p>April 6</p>
<p>Youth Violence</p>	<p>Collaboration with Gideon’s Army.</p>	<p>1-2 year project</p>

Evaluation	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.	
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.</p> <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.</p>	<p>Meeting: to be rescheduled with Mayor's Office</p> <p>Website update and Video anticipated release: May</p>
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>
Public Relations	Project introducing each Commissioner on website, in social media and newsletters.	Ongoing
Chamber Report Card Committee	<p>I served my third and final year on the Report Card Committee of the Chamber of Commerce. This year we are focusing on Social Emotional Learning. Recommendations can be seen here:</p> <p>https://www.nashvillechamber.com/landing-pages/education-report-card</p>	Report out December 18

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
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MLK Day Event	Sponsorship	Jan 21, 2019
Community Oversight Symposium	Co-Lead Sponsor (with Mayor's Office)	February (?), 2019
Mobile Diversity Seminar	Lead Sponsor	March 6, 2019
Wage and Poverty Forum	Sponsorship	April 6, 2019
Fair Housing Matters Conference	Sponsorship	April, 2019
Music City Iftar	Co-Lead Sponsor	May, 2019
Pride Festival	Sponsorship	June, 2019
Celebrate Nashville	Co-Lead Sponsor	October, 2019
Human Rights Day Celebration	Co-Lead Sponsor	December, 2019