



One City for All People

Metro Human Relations Commission
Full Commission Meeting Minutes
Monday, April 1, 2019, from 4:00 PM to 5:30 PM
Metro Office Building
800 Second Avenue South, 2nd Floor, Nashville Room

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, Dr. Janice Rodriguez
The meeting was called to order at 4:15p.
Commissioners in Attendance: *Jeremy Davis, Jeff Gibson, Aisha Lbhalla, Oscar Miller, Avi Poster, Kobie Pretorius, Marisa Richmond, Janice Rodriguez, Erin Pryor, Davie Tucker, Jr., Irwin Venick, Chuck Yezbak*
Commissioners Not in Attendance: *Samar Ali, Dave Garrison, Marcela Gomez, Lethia Mann, Linda Robinson*
Others in Attendance: *Alex Dickerson (Metro Legal), Barbara Gunn Lartey, Mel Fowler-Green, Sarah Imran, Vanessa Lazón,*
- II. **CONFIRM QUOROM** (Share regrets from Commissioners not in attendance; introduce guests)
A quorum was achieved at later in the meeting..
- III. **REVIEW AND APPROVAL OF MINUTES**
Comm. Pryor requested that the Minutes be updated to reflect her attendance.
CBC Rodriguez asked for a motion to approve the Minutes. Comm. Venick moved for approval. Comm. Davis seconded. Minutes were approved.
Comm. Lbhalla noted that she attended last month's meeting and requested that the Minutes be updated to reflect her attendance. Comm. Richmond moved that revised Minutes be approved. Comm. Davis approved.
- IV. **FINANCIAL REPORT:** CBC Janice Rodriguez
Commissioners reviewed the financial report included in the meeting packet.
There were no questions or concerns.
- V. **NEW BUSINESS:** Mel Fowler-Green
 - Report on Budget Process
 - Requested additional monies to cover increased rent; requested additional FTE to respond to increased invitations for diversity and inclusion training
 - Budget Hearing: Will be before Metro Council, May 13, 5:45p. Comm. Rodriguez acknowledged that she and Comm. Richmond attended the initial hearing. Comm. Richmond noticed brevity. Comm. Poster watched video footage and suggested that we include something similar on the website.

VI. **OLD NEW BUSINESS**

- Follow Up on February Update on Projects, Policies and Initiatives by Ashford Hughes
No Commissioner remarks. Vanessa Lazón said she will send updates from Mr. Hughes if there are any. ED Fowler-Green asked Vanessa if the Minutes accurately captured his presentation. Vanessa responded that they did.
- Follow Up conversation about equity training.
 - Comm. Pryor requested a copy of the PowerPoint. She also has additional resources she'd like us to consider for enhancing the presentation.
 - Comm. Pryor offered to help with developing and facilitating the presentation.
 - Comm. Venick asked if there is a feedback mechanism and in what form and inquired about what the feedback has been. He asked staff to consider a formal feedback process.
 - Comm. Rodriguez said that the presentation was engaging.
 - ED Fowler-Green will send information re Facebook, modern redlining and HUD violations.
- Follow up on Statement re MNPS Discipline Policy change
 - Commissioners referred to statement in the Commission packet. ED Fowler-Green noted that several agencies and allies also stand in support of the Policy change. She also reported that as a result of advocacy efforts, including ours, the Care Centers were added to the School Budget.
 - Comm. Poster asked the Board to ensure that the Care Centers are implemented as intended, emphasizing that they are restorative, not punitive. He said they must be managed by trained staff. Comm. Venick encouraged that community groups, such as NOAH, be involved.
 - Comm. Rodriguez: Should we consider designating a Commissioner to address these matters? Comm. Gibson acknowledged that the By Laws Subcommittee is looking at ways to design an interest-centric Task Force with community members, interns, etc., to research and report back.
- Follow Up on Discussion re: Nathan Bedford Forrest
 - Comm. Pretorius was not available to lead this conversation. Comm. Richmond reiterated that this is a state-governed issue. The only thing MHRC could do is issue a statement. Comm. Venick noted that Metro has jurisdiction over sidewalks in the city and suggested a historical marker could be erected to provide context. Comm. Richmond asked if we should follow up with the Metro Historical Commission. Comm. Venick asked whether staff had any contact with We Remember Nashville-- a local group that is researching lynchings. Tennessee Historical Justice was also mentioned.
 - Comm. Rodriguez referenced Comm. Tucker's comments at the last meeting about providing historical context via a marker.
- Follow Up on COB Bill: Senate Bill 1407: Effect on MHRC
 - Comm. Venick requested an update. Alex Dickerson said the bills are in conference committee in both the House and Senate. He noted that the final bill would impact MHRC's subpoena power.
 - ED Fowler-Green also referenced language that could adversely affect immigrant, refugee and former felon employees.

VII. COMMITTEE REPORT

There were no Committee Reports.

VIII. DIRECTOR'S REPORT: Mel Fowler-Green

-- April 6: Nashville Rising at TSU.

-- SharePoint Site. ED Fowler-Green has been working with ITS to develop. It will include a calendar.

-- Affordable Housing: Third installment of this brochure series will focus on the civil rights impact on affordable housing.

Comm. Poster said the housing series is remarkable. He congratulated Sarah Imran on work well-done.

ED Fowler-Green noted she has shared the publication nationally through Policy Link—All-In Cities Anti Displacement Initiative. Comm. Venick suggested we connect with Cathy Hinko, Executive Director the Metropolitan Housing Coalition in Louisville, Kentucky. He will send ED Fowler-Green her contact information.

-- Language Access Update. The procurement process for vendors has stalled the implementation of this plan.

-- Title VI reporting mechanism is being restructured to become more robust and responsive. MHRC is collaborating with Human Resources to revise, including developing a video.

-- ED Fowler-Green requested a Commissioner to represent MHRC at Standing Against Racism on Thursday, April 25: Comm. Lbhalla and Comm. Pryor offered to represent.

-- ED Fowler-Green thanked Comm. Poster and Comm. Lbhalla for their service.

Comm. Poster said he has enjoyed his service and looks forward to continuing this work through his work in the community.

Comm. Lbhalla said she's wiser and more informed having served as a Commissioner.

IX. PUBLIC COMMENT

There were no public comments.

X. ANNOUNCEMENTS

- [Nashville Rising: Work, Wages & the Future of Nashville: An Open Forum](#)
Saturday, April 6, 2019
9:00am – 11:30a
TSU Avon Williams Campus (330 10th Avenue, North)
Imran explained that this initiative's goal is to address decency of work, livable wages
- A Walk of Love, Saturday, April 20, TN Historical Justice, to honor local civil rights luminaries. The annual march and day's activities commemorate the HBCU students' silent march to speak with Mayor West about desegregation on April 19th, 1960, after Z. Alexander Looby's home was bombed. The route is:
 - 1:30p: Student Walk--TSU Amphitheater, 3500 John A. Merrit Blvd.
 - 2:00p: Teach-In--St. Anslem' Church, 2009 Meharry Blvd.
 - 3:15p: Multi-faith prayer, Music and Presentation, Mashville Courthouse-- 1 Public Square
- Comm. Richmond: Saturday, April 20—Mahogany Awards, Amqui Station & Visitor Center. Comm. Richmond will be honored.

- XI. **ADJOURN**
Comm. Miller Richmond made a motion for meeting to be adjourned. Comm. Davis seconded.
Meeting was adjourned at 5:35p.

MHRC Priorities

Racial/Social Inequity

Affordable and Fair Housing

Law Enforcement/Policing

Title VI

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.

April 2019 -- MHRC Director's report

We are double booked on April 25. Need a Commissioner to represent us at Stand Against Racism.

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Nashville Rising: Work, Wages, and the Future of Nashville	This Saturday! Please spread the word, and try your best to be there.	April 6
Sharepoint Site	We will launch our Sharepoint site for the Commission this month. This will allow us to maintain a shared calendar and to share documents with you.	April, 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>Have received encouraging compliments and responses.</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>	
PolicyLink – All-In Cities Anti-Displacement Initiative	<p>Team from Nashville in the All-In Cities initiative by Policy Link addresses policies to avoid or mitigate displacement due to gentrification. Anyone can follow the PolicyLink process, the work of our team, and provide feedback. www.nashvilleallin.com</p>	

	Our engagement with PolicyLink will end next month.	
Maddox Diversity Equity & Inclusion Taskforce	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.	Yearlong project
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>(I am also in a learning cohort with other nonprofit and government leaders, learning about Collective Impact)</p>	<p>Two this 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
Report out on last month's events	<ul style="list-style-type: none"> - Mobile Diversity Seminar - Equity Training for leadership at Social Services - Stand Against Racism Lunch and Learns - Poverty Simulation - Presented on housing work to Open Table community 	

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Wage and Poverty Forum	Sponsorship	April 6, 2019
Neighborhood Conference	Trainer	April 13, 2019
Fair Housing Matters Conference	Sponsorship and speaker	April 18, 2019
Stand Against Racism	Co-Lead Sponsor	April 25, 2019
Equity Training at CNM	Lead trainer	April 25, 2019
Music City Iftar	Co-Lead Sponsor	May 15, 2019
Fisk Food and Music Fair	Co-Lead Sponsor	June, 2019
Pride Festival	Sponsorship	June, 22-23, 2019
Celebrate Nashville	Co-Lead Sponsor	October, 2019
Human Rights Day Celebration	Co-Lead Sponsor	December, 2019
World AIDS Day	Co-Sponsor	December, 2019