



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, May 6, 2019, from 4:00 PM to 5:30 PM

Metro Office Building

Lentz Public Health, 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, Dr. Janice Rodriguez*

The meeting was called to order at 4:04 p. m.

Commissioners in Attendance: *Jeremy Davis, Jeff Gibson, Oscar Miller, Kobie Pretorius, Marisa Richmond, Janice Rodriguez, Davie Tucker, Jr., Irwin Venick, Chuck Yezbak, Linda Robinson, Lethia Mann*

Commissioners Not in Attendance: *Samar Ali, Marcela Gomez, Erin Pryor*

Others in Attendance: *Alex Dickerson (Metro Legal), Mel Fowler-Green, Sarah Imran, Vanessa Lazón*

II. **CONFIRM QUOROM**

A quorum was achieved in the beginning of the meeting.

III. **REVIEW AND APPROVAL OF MINUTES**

Comm. Miller moved to approve the Minutes. Comm. Richmond seconded. Minutes were approved.

IV. **FINANCIAL REPORT:** *CBC Janice Rodriguez*

Commissioners reviewed the financial report included in the meeting packet.

- There seems to have been an accounting snafu with Metro Payment Services:
 - Metro Payment Services recently informed us that over the past three years, we were double-billed on a number of things that were not properly reconciled. This means that we have an additional \$9,860 in our budget.
 - We are going to review those sponsorships that we had previously determined we were not going to do, so we may be reinstating some sponsorships.

V. **NEW BUSINESS:** *Mel Fowler-Green, Executive Director*

- Note: On our internal list of Commissioners, Chuck Yezbak' s email address is wrong. We will revise.
- Review of Officer roles and election process (description of all officer roles detailed in packet).

- Elections will take place in June. Appointments are for a year. Commissioners may serve for an additional year in the same role or in another capacity.
- Volunteers for Nominating Committee: Lethia Mann (Chair), Marisa Richmond, and Irwin Venick.
- Approval for out-of-county training: Our team does a full day Equity training at the Center for Nonprofit Management. The United Way in Williamson and Rutherford County are doing trainings on collective impact and equity. They have asked us to do that for them.

OLD NEW BUSINESS: *Mel Fowler-Green, Executive Director*

- Mayor has announced his proposed budget, which includes restoration of the required savings.
- The Commission will receive a small increase to cover rent.
- We requested an additional employee, but that has not been included in the Mayor's budget.
- Mayor's budget also includes a cost of living increase, as well as funds for open range increases.
- Open range increase decisions happen in July.
- Council hearing on the budget is May 13th, 5:45 pm.

VI. COMMITTEE REPORT

- There were no Committee Reports.

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

- The Executive Committee should meet before July to do the annual review of Executive Director..
- IncluCivics report is a diversity report for Metro employees. Does Metro workforce reflect the population of Nashville? Mayor Karl Dean created a diversity Advisory Committee. There was a Chief Diversity Officer position in the Mayor's office. The report was also replicated for MNPS.
 - Up until a few years ago, the demographics information of Metro employees was not published on a data portal. It had to be requested through an open data request.
 - The online IncluCivics platform has been updated by coders for Nashville
- The Commission discussed ways in which our office might record interactions/calls/feedback to measure the impact of our work.

PUBLIC COMMENT

- Vanessa Lazon: Followed up with Ashford Hughes and provided the following updates:

- Comm. Venick asked for clarification about whether Barnes Fund money was used to purchase the Morris Memorial building (i.e., the National Baptist Convention's Sunday School Publishing Board offices.). The answer is "no".
- Comm. Richmond asked about health benefits for transgender employees: Metro plans cover transgender related services. The Employee Benefit Board in Nov 2016 decided that it doesn't cover surgery for sex reassignment, but it covers other services.
- Comm. Davis: Is there a way for this body to make recommendations to the Employee Benefit Board?
- ED Fowler-Green: We met with the LGBTQ liaison at the Mayor's office, and we understand that the Mayor's office will assist us in pursuing this by the end of this year.

VIII. **ANNOUNCEMENTS**

- Music City Iftar – May 15 @ Music City Center, in partnership with Faith and Culture Center.
- Thanks offered to Commissioners who have offered to be facilitators.
- Thanks offered to Commissioners Pretorius and Pryor for representing us at the Standing Against Racism.
- Comm. Tucker: Wednesday night at Beech Creek Missionary Baptist Church (3101 Curtis St), community organizers will be hosting the Second Annual People's response to the State of Metro address.
- Comm. Tucker and Comm. Yezbak expressed equity concerns about the proposed privatization of parking enforcement. ED Fowler-Green will share any information that is available.

IX. **TENNESSEE PUB. CH. 698:**

- Motion to go into Executive Session for the purpose of an attorney-client discussion made by Comm. Richmond; Comm. Mann seconds. Approved
- Commission moves into Executive Session at 5.20 pm. Only Commissioners, Alex Dickerson, and ED Fowler-Green remain.
- Topics Discussed:
 - Instructions on Open Meeting law and the boundaries of "executive session"
 - Explanation of Tennessee Pub. Ch. 698 and the legal impact on the rights and duties of the Commission.
- Commission left Executive Session at 5:45pm
- Comm. Venick suggested the creation of a task force to research options for addressing changes brought by Tennessee Pub. Ch. 698, and to make recommendations to the full Commission. This suggestion will be addressed at the next meeting.

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.

May 2019 -- MHRC Director's report

Please get your tickets for the Music City Iftar – May 15

And thank you for those who have agreed to be facilitators.

Budget Update

Mayor's proposed budget included restoration of the required savings from this fiscal year, and a small increase for rent (from last year and this year). It also includes cost of living increases for employees, as well as some funds for Open Range increases. *Council Hearing on May 13 5:45.*

Director's Annual Review

Executive Board should consider meeting in July to do the Annual ED review and make recommendations for Open Range increase.

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Nashville Rising: Work, Wages, and the Future of Nashville	Two engagements in May – a public forum, then a working session to strategize methods, policies, and programs to meet the challenge of wage inequality, equitable development and access, and dignity in work. Next working session the intention is to establish clear goals and task forces. Tentative larger group third reconvening is set for May 21st at 6:00	Next planning meeting: This Wednesday May 8, 8.30 am @ MOB. Large group meeting: tentatively May 21, 6 pm @ MOB.
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.	May, 2019

<p>Affordable housing educational series</p>	<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>	<p>June, 2019</p>
<p>PolicyLink – All-In Cities Anti-Displacement Initiative</p>	<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> <p>Our engagement with PolicyLink will end this month.</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>Title VI</p>	<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>Meeting: to be rescheduled with Mayor’s Office</p> <p>Website update and Video</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.	anticipated release: May-June
Center for Nonprofit Management Training	Workshop to address issues re systemic inequity and building a Nashville-centric equity lens for nonprofits to use. (I am also in a learning cohort with other nonprofit and government leaders, learning about Collective Impact)	Two this year: April 25, 2019 Oct 22, 2019
IncluCivics Platform	The IncluCivics platform is up and running again. Our partners at Code for Nashville have recommitted to the project and are working to update it now. You can visit the page at: www.codefornashville.org/inclucivics .	Ongoing
Public Relations	Project introducing each Commissioner on website, in social media and newsletters.	Ongoing

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Diversity Fair—Vanderbilt University Medical Center	Participant	April 17, 2019
Standing Against Racism	<i>Thank you for representing us,</i> Commissioners Pryor and Pretorius We also appreciate Patricia Bell , our intern from	April 25, 2019

	Vanderbilt, for staffing our resource table	
Race, Resources & Recognition (diversity conversation with students)	Franklin Road Academy	May 7, 2019
Nashville Rising; follow-up	Sponsorship	May 8 (planning committee) and May 21, 2019 (large group)
Music City Iftar	Co-Lead Sponsor	May 15, 2019
Grand Opening of Mill Ridge Creek Community Farm by Nashville Food Project	Sole Sponsor	May 18, 2019
World Refugee Day	Lead Sponsor	June 20 th , 2019
Fisk Food and Music Fair	Co-Lead Sponsor	June 29, 2019
Pride Festival	Sponsorship	June, 22-23, 2019
Mobile Diversity Seminar (MNPD)	Lead Sponsor	July 17, 2019
Celebrate Nashville	Co-Lead Sponsor	October, 2019
Human Rights Day Celebration	Co-Lead Sponsor	December, 2019
World AIDS Day	Co-Sponsor	December, 2019