



One City for All People

Metro Human Relations Commission Full Commission Meeting Minutes

Monday, June 3, 2019, from 4:00 PM to 5:30 PM

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 4:03pm

Commissioners in Attendance: *Maryam Abolfazli, Samar Ali, Jeremy Davis, Marcela Gomez, Lethia Mann, Issa Mohamed, Kobie Pretorius, Erin Pryor, Marisa Richmond, Janice Rodriguez, Davie Tucker, Jr., Irwin Venick, Chuck Yezbak*

Commissioners Not in Attendance: *Jeff Gibson, Oscar Miller, Linda Robinson*

Others in Attendance: *Barbara Gunn Lartey, Vanessa, Lazón, Justin Marsh (Metro Legal)*

II. **CONFIRM QUOROM**

A quorum was achieved in the beginning of the meeting.

Commissioner Board Chair Rodriguez welcomed and greeted newly appointed Commissioners Maryam Abolfazli and Issa Mohamed.

III. **REVIEW AND APPROVAL OF MINUTES**

Comm. Mann moved to approve the Minutes. Comm. Davis seconded. Minutes were approved.

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

Commissioners reviewed the financial report included in the meeting packet.

- In E.D. Mel Fowler-Green's absence, CBC Janice Rodriguez explained the monthly financial report.

V. **COMMITTEE REPORTS**

- There were no committee reports.

VI. **NEW BUSINESS**

- Officer Elections – Nominating Committee Chair, Commissioner Lethia Mann

The following Commissioners were nominated to be officers for the Executive Committee: for the upcoming year:

- Chair: Janice Rodriguez
- First Co-Chair: Marisa Richmond
- Second Co-Chair: *Jeremy Davis*
- Secretary: *Oscar Miller*
- Treasurer: *Irwin Venick*

On Motion duly made and seconded the recommendations of the Nominating Committee were accepted and the nominees were elected to their respective Office for a term of one year.

- **Create Task Force re COB Compliance and the Legal Impact of Tennessee Pub. Ch. 698 – MHRC Board Chair**
 - This matter was deferred to the next meeting.
- **Report re Community Events/Partner Sponsorships:** Barbara Gunn Lartey
Commissioners inquired about how sponsorships are determined. The Executive Committee will create a rubric for selecting how community partners are selected for sponsorships.
- **Paid Internships:** Barbara Gunn Lartey
MHRC has redesigned our Internship Program and will offer a modest stipend to interns.
- **Volunteers for Nashville PRIDE -- Saturday, June 22 – Sunday, June 23, Public Square Park, 10:00am-9:00pm Festival:**
Commissioners Marisa Richmond and Kobie Pretorius volunteered to staff the MHRC table.
- **Discussion re Summer Board Meetings:**
 - The Executive Committee will meet at 3:00pm on Monday, July 1, 2019
 - The Full Commission will meet at 4:00pm on Monday, July 1, 2019

VII. **DIRECTOR'S REPORT**

The report was included in the meeting packet.

VIII. **PUBLIC COMMENT**

There were no public comments.

IX. **ANNOUNCEMENTS**

- Vanessa Lazón: Announced activities for Immigrant Heritage Month
 - June 7, 10:00am-6:00pm
 - June 10, World Refugee Day: Various events in the City
- Commissioner Venick: We Remember Nashville Memorial Observance on June 18, 6:00pm
- Commissioner Richmond: LBTQ Small Group Discussion, June 19
- Commissioner Richmond: Diversity and Inclusion Panel, June 26

X. **ADJOURN**

Commissioner Richmond moved to adjourn the meeting. Commissioner Gomez seconded. Meeting was adjourned at 5:15pm.

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.

June 2019 -- MHRC Director's report

Music City Iftar – May 15

Thank You Commissioners Gibson, Miller, Robinson, Rodriguez, and Tucker for joining us!

Budget Update

Mayor's proposed budget has been submitted and is being considered. The hearing was on May 13.

With the savings from this year's budget we are sponsoring events that are aligned with MHRC mission. We are also able to hire a graduate student, and pay a modest stipend, to assist with ongoing research and projects.

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> |
|---|---|-----------------------|
| 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. | June, 2019 |
| Juvenile Court Training (Judge and Clerk staff) | We will be customizing an implicit bias/cultural sensitivity training for at least 140 staff members of the Juvenile Court team. | June 7, 2019 |

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| <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>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>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: August</p> |
| <p>IncluCivics</p> | <p>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.</p> | <p>Ongoing</p> <p>Spring 2020</p> |

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| | Over the summer, we will start working on the 5 year update to the original Inclusivics report. Expected release in early Spring 2020. | |
| 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> |
|---------------------------------|------------------------|------------------------------|
| 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 |
| Citywide Kwanzaa Celebration | Co-Sponsor | December, 2019 |