



AGENDA

Committee for Antiracism and Equity Meeting

November 3, 2021 5:00-6:30 p.m.

Bordeaux Branch Library

Flex Room

4000 Clarksville Pike

Nashville, TN 37218

Committee Members Present: Ellen Angelico (Commissioner), Aaron Doenges, Ellen Gilbert, Teree McCormick (ARTt Co-Chair), Paula Roberts (Co-chair, Commissioner), Jon Royal

Committee Members Absent: Megan Kelley, Will Cheek (Co-chair, Commissioner)

Staff: Caroline Vincent, Tré Hardin, Grace Wright

Guests:

- A. Call to Order and Recognize Group Norms & CARE purpose statement

The meeting was called to order at 5:23 p.m.

- B. Approval of Minutes: October 6, 2021

A motion to approve the October 6, 2021 minutes was offered by Commissioner Angelico, Ellen Gilbert seconded, and the motion passed.

- C. Action/Discussion Items:
 - a. Review workflow strategy

Staff gave an overview of different workflow tracking platforms.

The Committee discussed the benefits and attributes of using Trello or Monday.com to manage workflow processes. They also discussed the purpose of

the tool to allow connection between the Committee. The Committee additionally discussed challenges with their work.

The Committee also discussed how this tool interacts with the Tennessee Sunshine Laws and how to keep work transparent to the Nashville community. Staff will review with Metro Legal and report back to the Committee.

b. Review Cultural Equity Statement

The Committee discussed the Cultural Equity Statement in conjunction with the Temporary Art Guidelines to maintain cohesive language.

The Committee discussed the language used in Section B.1.h/i of the current Temporary Art Guidelines and the 3rd paragraph of the current Cultural Equity Statement. The Committee discussed moving language away from the phrase “historically underrepresented” in favor of identifying communities or systems of oppression antithetical to equity and the intention of the statement.

The Committee also discussed additional changes regarding the notification of adjoining property owners, the change from artistic “excellence” to “merit,” access for LEP/ESL applicants, and the numbering configuration.

The Committee came to consensus that the Temporary Art Guidelines should be reviewed for final changes and a consensus action would be set for the December meeting. The Committee will continue to review the Cultural Equity Statement.

D. Staff/ED/Commission Report

The Committee discussed a concern that had been brought up regarding public comment and asked staff to do further research into the situation.

a. ASM Hiring Process update

Caroline Vincent gave an update on the ASM hiring process. Metro HR would prefer that an Arts Commissioner represent the Committee on the hiring panel

given Civil Service hiring practices. The Committee discussed compiling a consensus document about attributes for the new position for the representative Arts Commissioner to use. Commissioner Roberts agreed to collect and provide to staff.

b. CARE vacancies, recruitment/nomination process status update

The Committee discussed the recruitment process, the review process, and the promotion of the application. Staff will create a review process and assign CARE members.

c. Diversity in Arts Leadership Summer 2022

Staff gave an update on the proposed Diversity in Arts Leadership Summer 2022 and requested that the Committee help promote the application and review the selection criteria for Interns and Arts Hosts. The Committee discussed how to ensure local candidates are given preference.

E. Next Meeting & Planning

The Committee confirmed that the next meeting will take place Wednesday, December 1st from 5:00-6:30pm at the Madison Branch Public Library.

a. Temporary Art Guidelines Review

The conversation took place previously in the meeting.

b. REAL Project Guidelines

This topic was postponed.

F. Adjourn meeting

The meeting was adjourned at 7:15 p.m.