



One City for All People

## Full Commission Meeting Minutes

**Monday, December 5, 2016, from 4:00 PM to 5:30 PM**

**Metro Office Building, 800 Second Avenue South, 2nd Floor**

**Davidson 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.*

**Commissioner Attendees:** Jeremy Davis, Jeff Gibson, Marcela Gomez, Phyllis Hildreth, Aisha Lbhalla, Lethia Mann, Avi Poster, Erin Pryor, Ellen Register, Marisa Richmond, Janice Rodriguez, Frank Trew, Peter Woolfolk

**Commissioner Absentees:** Samar Ali, Oscar Miller, Abdishakur Mohamed

**Others:** Mel Fowler-Green (Ex. Dir., MHRC), Barbara R. Gunn Lartey (Dir. of Community Engagement, MHRC), Josh Lee (Metro Legal)

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### I. CALL TO ORDER

Commissioner Board Chair Frank Trew (“CBC Trew”) called the meeting to order at 4:00p.

### II. CONFIRM QUORUM

There was a quorum when the meeting was called to order.

### III. REVIEW AND APPROVE MINUTES

Minutes were reviewed and approved.

### IV. DIRECTOR’S REPORT

#### A. Financial Audit

E.D. Fowler-Green followed up with audit—it went well. We implemented recommendations before audit began. Discussion ensued regarding possible findings re employee parking, particularly whether parking should be construed as a personal benefit.

Comm. Hildreth requested clarification of issues regarding action from Commission. Shall we vote to purchase offices spaces? E.D. Fowler-Green said the auditors did not find the parking to be personal and suggested that we could take it up next meeting. She’s seeking suggestions from the Executive Committee.

#### B. Events

- *MNPD Fair and Impartial Training* (“Implicit Bias Training”) was attended by MHC Staff and Comm. Poster. Invitations have been extended to Commissioners to attend future trainings.
- *Celebrate Nashville*: MHRC received statewide recognition as the best outdoor event for 2016
- *Crossroads Anti-bias*: Sponsored by Metro Arts Commission, attended by MHRC staff, Comm. Pryor, and several Metro-related departments including the Frist, the Symphony, the Global Education Center and MNPL. E.D. Fowler-Green asked Comm. Pryor to share insights. She said the trading was very intense, affirming, informative and effective as it explored the impact of institutional racism. Comm. Poster asked if other Metro departments were invited and whether

Commissioners could attend future offerings. E.D. Fowler-Green said the training will be more broadly offered.

- *Several Speaking Engagements.* E.D. Fowler-Green referred to the updated event reporting spreadsheet. Comm. Gomez asked if we can create a spreadsheet that captures the events and engagements that Commissioners attend. Comm. Hildreth said that there's value to recording Commissioners' activities as they relate to the MHRC's mission or Metro-events. E.D. Fowler-Green agreed and said that we can look at designing something for fiscal year 2017, Comm. Poster said it would be nice to see where we (staff) go on a monthly basis.
  
- *Ongoing Projects*
  - ✓ InluCivics: Language Assessment. E.D. Fowler-Green will send link.
  - ✓ NRC Training. Neighborhood Resource Center has requested MHRC to design a four-module leadership training
  - ✓ December 6<sup>th</sup>: Internarrial Human Rights Day. E.D. Fowler-Green will be moderating panel re trafficking
  - ✓ December 6<sup>th</sup>: Comm. Lbhalla invited by Metro Council to participate in invocation
  - ✓ December 8<sup>th</sup>: MNPD Mobile Diversity Seminar. Discussed cadets' pre-survey
  - ✓ December 10<sup>th</sup>: Southern Word State of the Word spoken word contest. Youth Poet Laureate will be chosen
  - ✓ December 11<sup>th</sup>: Barbara Gunn Lartey to appear as a guest on WFSK Holiday Program
  - ✓ December 11<sup>th</sup>-13<sup>th</sup>: National Immigrant Integration Conference. E.D. Fowler-Green to moderate panel.

### C. Rapid Response

E.D. Fowler-Green discussed efforts by non-profits/community stakeholders and Councilman Mendez's initiative. Comm. Register noted that it is essential for people to have a safe place to go—one that's safe.

## V. FINANCIAL REPORT

CBC announced that there was nothing to report. He asked E.D. Fowler-Green if there's anything the Board should be aware of. She said that we've spent less than we had last year this time.

## VI. COMMITTEES

- **By-Laws Subcommittee**

Comm. Gibson reviewed proposed amendments as they related to filling unexpired terms, the Secretary role, and the time line regarding Executive Committee appointments. He also referenced the separate document that governs related procedures.

Comm. Richmond inquired about adding gender identity and gender equity into the bylaws. She asked if we can suspend the five-day rule to consider this measure. Josh Levy (Metro Legal) said we cannot.

Comm. Poster motioned that we accept the revision as they were presented in today's meeting. Comm. Richmond seconded. Motion carried.

Comm. Hildreth proposed and subsequently motioned that we consider Comm. Richmond's recommendation for revision at the next meeting. Comm. Lbhalla seconded. Motion carried.

Comm. Gibson requested that Comm. Richmond send him the language for the gender identity/equality revision. Comm. Richmond will send.

## VII. OLD BUSINESS

Comm. Hildreth requested a follow up regarding the REAL Dialogue at the next meeting. E.D. Fowler-Green noted that her staff transcribed the data but does not have the bandwidth to analyze it thoroughly.

## VIII. NEW BUSINESS

CBC Trew noted that the Executive Committee met to discuss a response to the report by Gideon's Army regarding traffic stops. The letter sent to the Mayor on November 29, 2016, requested a meeting to discuss the report. No response at this time.

## IX. PUBLIC COMMENT

A constituent identifying himself as Richard Milhous Nixon greeted the Commission. He had no comment.

## X. ANNOUNCEMENTS

- CBC Trew referred to Comm. Poster's handouts. Comm. Poster requested that we personalize the appeal for expanding our email databank.
- Comm. Poster said that the religious holiday calendar will be revised and published in January. CBC Trew suggested we consider publishing earlier.
- Comm. Rodriguez announced that TFLI is hosting a Global Mobility event on Wednesday, December 7<sup>th</sup>. She will send a link.
- Comm. Woolfolk announced that the TN Supreme Court will hear cases on the campus of Lane College—the first time this has ever happened. He assisted with this effort.
- E.D. Fowler-Green announced that Comm. Abdishakur will be gradating on Saturday, December 10<sup>th</sup>, from MTSU. He had a final exam tonight and could not attend this evening's meeting. CBC Trew will send a congratulations email.
- Comm. Poster expressed immense gratitude to E.D. Fowler-Green for the work she and her staff have done this year and wished everyone Happy Holidays.
- CBC Trew announced that since the first Monday in January (the 2<sup>nd</sup>) is a holiday, the MHRC Board will meet on Monday, January 9<sup>th</sup>.

## XI. ADJOURN

Comm. Rodriguez motioned for the meeting to be adjourned. Comm. Mann seconded. Meeting was adjourned at 5:40p.

### **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.