

MHRC Board Retreat: Monday, September, 12, 2016

GOALS **(from Vice-Chair Avi Poster)**

We have often talked about needing to have a retreat ... and I join you in the excitement of celebrating that the time has finally arrived.

Our goals for today reflect all of the conversations we have had for wanting to spend meaningful concentrated time together. Let me review what it is we hope to accomplish.

1. Bring us all collectively together on the same page through conversations about our mission, history, and on-going evolution of our Commission. Some of us have been around for awhile ... some are new. Hopefully today will help us circle the wagons a bit and put us all on the same page.
2. Tap into each other's insight, knowledge and experiences to reflect on our mission and identify a few goals for service to our community, and growth for our Commission, in the year and years ahead.
3. To reflect on our vision for Nashville and the role we want to play in advancing it.
4. To review the responsibilities and expectations we have of each other and the work we have to do.
5. To strengthen our own personal relationships by spending some quality unencumbered time together.

These are lofty and deep goals ... but I believe we can accomplish much of this. Today will not be the only time we have to focus on these goals. What we can't finish today in one sitting will help guide us in discussion at Commission meetings moving forward.

EXTERNAL ENVIRONMENT: **TRENDS AND OPPORTUNITIES GOING FORWARD**

- What do we know about Metro contractors – those doing the work,
 - Ask finance dept to share w/MHRC (Pro stats bd data about contractors)
- Opportunities to be Change Agents
 - Change/making a difference beyond symbolism/symbolic involvement
 - How to measure success making a diff and bringing about change
 - How do we know we're moving the needle/adding value
- Championing for all in "It City" – many in city not participating/benefitting from "Itness prosperity"
- Partnership Strategies
- Inquire into the status of NashvilleNext Recommendations
 - What have been actions and outcomes
- Focus on Race
- Criminal justice: judicial system reform and equity.
- Education – opportunity for involvement
 - Social Emotional learning as ex. Of specific projects/progress to follow w/them

- Implementation of restorative practices → pending
- Economic justice – involvement: places for MHRC to be integral/make connection
- Seeing more data – what are the “IncluCivics” type statistics

IMPLICATIONS: OPPORTUNITIES FOR MHRC’S ONGOING EVOLUTION

- Potential-data supported – to explore enforcement
- Intersection of focus areas
- Collect and share best practices with other entities

—

Move forward on key topics/projects to create substantive change

- Narrow it down to what we can affect that has the greatest need
- Prioritize by importance and impact (what is a fit for our strengths?) (Matters on Key Issues)
- Study what other effective HRC’s are doing. Compile knowledge. Put together pieces, what we’re all involved in.

Understand

Data

Statistics

Choose

Courage

Partnerships

Check

Needle Moved

Next Steps

Provide assessment of identified issues:

- Where can we move the needle?
- Craft our approach
 - Collaborative to fix issues with
 - Choose communication that makes most sense

Is there data available?

What is staff’s assessment of where the opportunity is:

- On identified issues: Compile issues
- Making a push for data can be a step
- Driving data collection can be a key role

OUR VISION FOR 2026

- ✓ Nashville is the Equal City
- ✓ As a norm, created access to information and services for all residents – no matter background or ability*
- ✓ Increasing access to Metro services for underserved communities* and greater transparency/accountability thru data**
- ✓ Criminal justice has changed in 3 categories significantly* and graduation rates have increased by 25%*
- ✓ Reducing/eradicating racial inequalities and discrimination in criminal justice reform**
- ✓ We influenced decisions that laid the foundation for community members to be able to live where they want
- ✓ Our commission served as the collective conscience of our city, gathering people around our core value and moved the needle substantially on criminal justice, hiring for diversity, housing...*****
- ✓ We shined a light on housing, wealth, and criminal justice inequalities and suggested best practices to improve the landscape*****
- ✓ We addressed racial inequity in policing and criminal justice and policies and outcomes changed...for the better****
- ✓ Equity in government contracting and equity in government salaries by gender and race
- ✓ Increased transparency in gov't as it relates to the promotion of a more diverse and inclusive city
- ✓ Restorative justice policy***, investigative authority, and community access to encourage all voices to speak up**
- ✓ Transgender inclusion in policies and living
- ✓ Increased college graduations and raised employment among middle and lower class Nashvillians*

Note: asterisks indicate number of times MHRC commissioner/staff felt their vision was echoed by someone else