



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Committee for Antiracism and Equity Report

February 2022

[Arts Commission Board Brief](#) [Jim Schmidt, Chair; Caroline Vincent, Executive Director]

Committee Governance/Agenda Items

| Staff Contact | Project | Status |
|---------------|--|---|
| Grace | Meeting Materials including: <ul style="list-style-type: none">• CARE Agenda/Report• 12/1 Draft Minutes• CARE Community Member Applications (Submittable)• 1/20 Arts Commission Meeting recording and public comments• Draft Public Comment Policy | E-mailed 2/26. Also available on CARE Sharepoint under 5_Materials & Documents > Q1 2022 > 2_2_CARE Meeting Materials |
| | A. CARE Community Member Applications | 9 applications total; 6-7 available spots. Applications have been assigned to CARE members on Submittable. Goal/Request: Decide which applicants to recommend to Arts Commission for review on February 17th. |
| | B. New member onboarding process | Goal/Request: Plan next steps and ideas for onboarding new CARE members once approved. |
| | C. Discussion of Metro HR Fact Finders Report | Please see Recording of 1/20 Arts Commission meeting recording and public comments. |
| | D. Public Comment Policy | Goal/Request: Recommendations for policy to be reviewed by Commission in Feb./March. |

Programs and Initiatives

| Team/Staff Lead | Program or Project | Status |
|--|---|--|
| <i>Antiracism and Equity Programs</i> | | |
| Strategic Funding & Initiatives: Janine/Natalie | Racial Equity in Arts Leadership (REAL) | FY22 REAL Project application is open. The deadline is Feb. 7 th . |
| Janine/Natalie | POWER Youth (formerly Opportunity NOW) | Arts Commission approved all proposed site partners; more information about POWER Youth applications can be found here: https://www.nashville.gov/departments/metro-action/power-youth . |
| Janine/Natalie | BIPOC Arts Administrators Group | Currently on hold while Natalie is onboarded into her new position. |
| Grace/Natalie | Diversity in Arts Leadership (DIAL) | Staff have selected 10 intern candidates to be interviewed; there were 11 arts host applications which will be chosen after intern selections are made. |
| <i>Administrative Updates</i> | | |
| Executive/ Caroline | Staffing | Natalie Alfaro Frazier has accepted and begun the role of Administrative Services Manager. Chuck Beard has accepted the role of Administrative Services Officer 2 and is joining the SFI team. Currently, staff are drafting job descriptions for 3 additional recent vacancies. |
| Executive/ Caroline | Strategic Planning | Strategic Planning Task Force kick off meeting postponed due to Open Meetings requirement of advisory groups. Must be noticed as a public meeting and held in person. To be rescheduled in late February or March. |



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Monthly Board Brief, January 2022

Key Upcoming Priorities

1. Donelson Branch Library Public Art. The citizen selection panel met on December 2nd and 3rd and selected five artists as semi-finalists for the exterior public art project and four artists as semi-finalists for the interior public artwork project. Final semi-finalist interviews for both exterior and interior projects were scheduled for early January. Due to increased incidences of COVID and other unforeseen challenges, we postponed those interviews and will reschedule as soon as possible.
2. Grants and Funding. FY23 Application opens January 27
3. Communications. The [Metro Arts FY2021 Annual Report](#) is now live online at the [Impact page](#) of MetroArtsNashville.com. We will be sharing highlights from it on social media and providing print copies to Council, partners and stakeholders soon.
4. HR and Hiring. Natalie Alfaro Frazier has accepted the Racial Equity/Restorative Arts ASM position. Nichole Robinson has offered her resignation. Candidate decision forthcoming for Administrative Services Officer 2 position. Offer has been made for the PT Contract Data Coordinator position.
5. Public Art Policies. Staff continue to work with Metro Legal, CARE and other Metro stakeholders to make updates and improvements to the Donated Artwork Policy and Temporary Art on Metro Property policy.
6. Racial Equity. Draft Equity Lens will be distributed to all Committee Chairs for engagement and completion by March 2022; BIPOC Arts Administrators Event planned for March 2022; new CARE member recruitment ongoing.
 - **REAL Event Wednesday, Feb 2nd at 6pm CST via Zoom**: Discussion with Dr. Sarah Lewis, the Author of *The Rise: Creativity, the Gift of Failure, and the Search for Mastery*. For more info & to register for this free event go to <https://t.co/hUjYJOZDlu>
7. Strategic Planning (ACTION). Additions to the Task Force are up for consideration by the Commission.
8. Thrive. Community Practice Artist Incubator workshops and projects underway
9. Youth Programs (ACTION). POWER Youth Site Partners will be presented to the Commission. DIAL applications close on Jan. 14 and staff will begin initial review Jan. 18. Restorative Arts programming, observations, and improvements are underway, however, JDC is closed to visitors currently due to COVID. Staff is also working on a transition plan and FY23 Restorative Arts Guidelines.