



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

MINUTES

Metro Art Board of Commissioners

January 20, 2022 12-1:30 p.m.

Metro Southeast Building

Green Hills Auditorium

1417 Murfreesboro Pk.

Nashville, TN 37217

Commissioners Present: Jim Schmidt (Chair), Matia Powell (Vice Chair), Will Cheek (Sec. /Treasurer), Jane Alvis, Dexter Brewer, Ellen Angelico, Marianne Byrd, Bonnie Dow, Sheri Nichols Bucy, and Paula Roberts

Commissioners Absent: Clay Haynes and Campbell West

Staff: Grace Wright, Emily Waltenbaugh, Natalie Alfaro Frazier

Guests: CM Russ Bradford, Derrick Smith (Metro Legal), Erica Ciccarone, Paige Pflieger

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Call to Order & Welcome

The meeting was called to order at 12:13 p.m.

B. Approval of Minutes: **December 16, 2021**

Chair Schmidt asked if there were any questions or proposed changes to the minutes.

A motion to approve Arts Commission Minutes of December 16, 2021 was offered by Commissioner Brewer, Commissioner Dow seconded, and the motion passed.

C. Action Items:

1. Summer 2022 POWER Youth Site Partner Awards

Natalie Alfaro Frazier presented the Commission with an overview of the POWER Youth program and scoring criteria. She gave an overview of the proposed Site Partner awards for approval.

Organization Name	Proposed Award Amount	Projected # of Youth Served	Title of Program
Turnip Green Creative Reuse	\$15,000	14	TGCR Sustainability & Arts Youth Program
Global Education Center	\$10,000	10	We Are All Related - A Musical Theater Creation
From the Heart Int'l Education Foundation	\$20,000	16-24	Music in the Making: Code, Create and Perform (C3P)
Southern Word	\$20,000	16-20	Creating Cultural Centers Through Words and Music
Prado Studio	\$15,000	12-14	Creative Placemaking Apprenticeship & Mosaic Mural Creation
Notes for Notes, Inc.	\$20,000	16-20	Into the Mix: Journey of a Song
Edgehill Neighborhood Partnership	\$20,000	16-20	Arts Discovery Program
King's Daughters Child Development Center	\$20,000	16-20	KDCDC Arts Enrichment Program
Moves and Grooves, Inc.	\$14,250	14+	ARTrepreneur Project
	\$154,250	115-160*	*Updated from original projections

Chair Schmidt asked if there was any questions or discussion

The Commission asked if all sites that applied were funded. Staff confirmed that this was the case.

A motion to approve the proposed POWER Youth Site Partner Awards was offered by Commissioner Roberts, Commissioner Alvis seconded, and the motion passed. Commissioner Cheek abstained due to a conflict of interest.

2. Strategic Planning Task Force

Commissioner Powell gave an overview of the Metro Arts Strategic Planning process and the assembly of the Strategic Planning Task Force in order to hear from the broader scope of the Nashville community. The Task Force will serve as one aspect of community input to develop part of the process and guide other community outreach efforts.

Chair Schmidt asked if there was any questions or discussion.

The Commission asked about a timeline for this process. The current goal is to complete this process in six months with the understanding that the process may develop further.

The Commission requested a more detailed timeline and a virtual meeting with the consultant.

The Commission asked about additional representation of other academic institutions and other communities. Staff said that they would continue to work on outreach.

A to approve the full Strategic Planning Task Force Slate was offered by Commissioner Alvis, Commissioner Cheek seconded, and the motion passed.

The Commission requested the potential for a future approval to add new members if needed.

D. Public Meetings Requirements Review

Commissioner Schmidt asked Derrick to give an overview of public meeting rules.

Derrick Smith explained that in addition to Commissioners meeting to discuss business that task forces that have the purpose of advising the Commission also need to deliberate in open meetings.

The Commission asked about the restriction on virtual meetings. Mr. Smith clarified that that was a state regulation.

E. Discussion of Metro HR Fact Finders Report

Chair Schmidt introduced the topic of the Metro Human Resources Fact Finders report. He acknowledged the value of all opinions and asked that the Commission in discussing these reports to be sensitive to former and current employees by keeping comments

thoughtful and respectful. He gave an overview of the Commission responsibility to oversee agency leadership and support staff with workplace processes and dialogue.

The Commission discussed the results of the fact finders report, the acknowledgement of harm, and the role the Commission could play in repairing any harm and loss of trust.¹

The Commission discussed the following recommendations:

- Hiring of an outside additional consultant experienced in DEI to work with the staff of the agency to lead the path to reconciliation within the staff and with the community
- Continuing work with Razel Jones, Metro HR Workforce Diversity Manager, and Andrea Blackman, Chief Diversity Equity & Inclusion Officer
- Reviewing and recommending additional management and leadership training for all management level employees, both through Metro's current opportunities, and if needed, specific outside training.
- Utilizing the upcoming strategic planning process for the agency to better define and craft racial equity and antiracism work for the future to ensure that the community needs are being met
- Conducting a specific review with Metro HR of the utilization of Performance Improvement Plans (PIPs) to ensure they are utilized appropriately-- including specific items that need addressing, measurable goals to end the PIP, and clear communication to the purpose and goals of the improvement tool with employees.
- Utilizing the Equity Lens in development by staff and CARE
- Offering additional trainings and onboarding procedures to create a baseline

The Commission asked that a list of these items be shared after the meeting and that discussion and action be placed on the next agenda.

F. Executive Director's Report

Caroline Vincent was absent, so this agenda item was postponed.

G. Adjourn Meeting

The meeting was adjourned at 1:26 p.m.

¹ For a more detailed review of the conversation, please contact arts@nashville.gov about a recording of the meeting.