



MINUTES

Committee for Antiracism and Equity Meeting

December 1, 2021 5:00-6:30 p.m.

Madison Branch Library

Large Meeting Room

610 Gallatin Pike S.

Madison, TN 37115

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

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

Staff: Janine Christiano, Tré Hardin, Grace Wright

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

The meeting was called to order at 5:30 p.m.

B. Approval of Minutes: November 3, 2021

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

C. Action/Discussion Items:

a. Temporary Art Guidelines Review

The Committee took up the guidelines for continued review to make recommendations to the Arts Commission.

The Committee discussed the stated purpose of the guidelines and how that aligns with the equity priorities of Metro Arts, who is defining the priorities of these guidelines, clarity of statements, how impact is being developed and tracked by the artist, the connotation and impact of artistic excellence and merit, and how the guidelines fit into the entire evaluation process.

The Committee came to consensus to recommend the Temporary Art Guidelines with the current changes to the Arts Commission with the additional recommendation that the guidelines be re-evaluated at the end of the year. ***A motion to this effect was offered by Commissioner Angelico, Teree McCormick seconded, and the motion passed.***

b. REAL Project Guidelines

Janine Christiano presented the Committee with the proposed FY22 REAL Project Guidelines and gave an overview of the equity related guidelines and scoring criteria.

The Committee discussed using the equity language developed for the Temporary Art Guidelines in this document as well.

The Committee came to consensus to share any thoughts with staff by December 10th.

c. Cultural Equity Statement

The Committee discussed adding in the equity language developed for the Temporary Art Guidelines and work towards developing consistent language across Metro Arts statements and policies.

The Committee requested that staff send a clean draft of the changes made thus far for further Committee review.

D. Staff/Commission Report

Staff gave Committee updates on CARE Community member application and timeline for the hiring process. Commissioner Angelico asked for any recommendations going into the interview process for the Racial Equity & Restorative Arts Manager position.

The Committee discussed the capacity of the Committee and its focus going forward with the intention of not inequitably burdening voluntary members. The Committee came to consensus to revisit this discussion once the new Committee members and Manager have been brought on board.

a. Equity Lens update

Commissioner Roberts gave an update to the Committee about the Arts Commission discussion of the Equity Lens. The Arts Commission is committed to continuing to discuss how this could be implemented in the Commission's work. The other Committees will be applying the current equity lens to a chosen item and reporting back their experience to CARE.

The Committee discussed how this process could be an opportunity to refine how the equity lens is introduced and explained in addition to developing the questions themselves.

b. Strategic Planning Update

Staff gave an update on the consultant team and the associated community task force.

E. Next Meeting & Planning

The Committee discussed public comment policies and procedures. Staff updated the Committee about the process and let them know that there will be more information in the new year.

F. Adjourn meeting

The meeting was adjourned at 7:03 p.m.