



MINUTES
Committee for Antiracism and Equity Meeting
February 2, 2022 5:00-6:30 p.m.
Metro Southeast Building

If you have any questions, please e-mail arts@nashville.gov.

Committee Members Present: Paula Roberts, Teree McCormick, Ellen Angelico, Jon Royal, Jim Schmidt (ex-officio)

Committee Members Absent: Megan Kelley, Ellen Gilbert

Staff: Ian Myers, Emily Waltenbaugh, Natalie Alfaro Frazier, Janine Christiano, Tre Hardin, Grace Wright

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

The meeting was called to order at 5:35 p.m.

B. Approval of Minutes: December 1, 2021

A motion to approve the December 1, 2021 minutes was offered by Commissioner Angelico, Jon Royal seconded, and the motion passed.

C. Action/Discussion Items:

a. CARE Community Member Application Review

The Committee reviewed the scores and applications of the proposed CARE Members. They discussed how to consider the scoring in selecting candidates, the number of candidates to take on currently, and the necessity of investing in onboarding to make sure that new members can commit to clear expectations and share similar language.

The Committee reviewed the Committee guidelines regarding Committee make-up:

2.3 Composition and Qualifications. *The Committee for Antiracism and Equity will have no more than thirteen members. The composition will include at least two Metro Arts Commissioners and up to eleven community members who represent the arts ecosystem. There will be two Co-Chairs, one Commissioner and one non-Commissioner member.*

At least one member should be a professional artist and one member should represent an organization who receives funding from the Arts Commission. Membership should include representation from a wide range of organizational roles, skills and points of view. The Committee for Antiracism and Equity members will demonstrate:

- *Representation of the population of Nashville/Davidson County;*
- *Evidence of attendance at a comprehensive antiracism training;*
- *An understanding of the existence and impact of racism and other oppressions that perpetuate societal inequities;*
- *Commitment to self-reflection and challenging one's perceptions, biases and internalized racism;*
- *Ability to articulate the value and benefit of eliminating bias, discrimination, and institutional racism;*
- *Ability to stay engaged in difficult conversations on bias, racism, and privilege;*
- *Willingness to be courageous, take risks, ask questions, and speak truth to power;*
- *Knowledge of arts ecology.*

The Committee proposed accepting 5 applicants currently and continuing to keep the application open on a rolling basis in order to focus on onboarding as this is the first time new members are being brought onto CARE.

A motion to accept LaKeisha Thomas, Fathiyah Shepard-Suso, Isabel Tipton-Krispin, Dr. Robyn Henderson-Espinoza, and Amanda Roche was offered by Commission Angelico, Jon Royal seconded, and the motion passed

Committee asked staff to reach out to proposed members to confirm their continued interest and then formally present to Chair Schmidt for approval.

b. New member onboarding process

The Committee discussed the use of the Equity Lens to develop a matrix for CARE. Additionally, the Committee reviewed the training for the original

AntiRacism Transformation (ART) team and noted the importance of the 2.5 Crossroads training and specific team building trainings.

The Committee discussed the training requirements in the bylaws and the virtual restrictions of virtual trainings. It was proposed to ask new members about their background in antiracism work and create a training plan from there. Additionally, it was noted that it would be good to renew the training as a committee and that the 2.5 day Crossroads training provided an important foundation for the work of the Committee.

The Committee asked Natalie Alfaro Frazier to work with Crossroads to figure out the training possibilities to meet the need of the Committee as well as other staff members and Arts Commissioners.

The Committee also discussed how to onboard the new members to the work of Metro Arts and the Arts Commission. It was additionally suggested that this could include Metro Arts managers and a representative from Metro Legal.

The Committee came to consensus to develop a 3-day training consisting of a Crossroads 2.5-day training and an introduction to Metro Nashville, Metro Arts, and the Arts Commission. The Committee also noted that the Crossroads training should come first to provide an equity lens.

For the future, the Committee suggested using the Equity Lens to identify if the Committee is missing perspectives. It was suggested that this be reviewed at a future meeting.

c. HR Fact Finder Report

Chair Schmidt gave an overview of the Commission's discussion thus far and proposed actions for review at the February 3, 2022 Arts Commission meeting, including:

- The 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. We will begin the process by reviewing current Metro contractors in this space and if there is not a suitable choice for the agency, then we will work to RFP as needed. We will make this selection in consultation with our CARE group;

- Continuing the collaboration with Metro HR equity personnel and with Ms. Andrea Blackman, Chief Diversity and Inclusion Officer for Metro, to lead the internal conversations within the staff of the agency toward healing the workplace. It is important to note that from the start of this complaint process and through the after-effects of the reports they have been engaging with us in this effort;
- 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. Metro HR is providing Metro Arts Commission leadership with a list of current offerings;
- 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. We request a representative of CARE to be a part of this process;
- Utilizing the upcoming strategic planning process for the agency to better define and craft our racial equity and antiracism work for the future to ensure that the community needs are being met. Our selected consultant for that process has specific experience with other local government's planning for this work. - Institute a review in 3 months of the progress made on these recommendations, including a report from HR/ DEI consultant on their viewpoints of the efforts of the staff to implement these improvements.

Chair Schmidt additionally recognized the harm done and that this would be an ongoing process.

The Committee discussed the process for identifying and hiring an external consultant. It was clarified that there was a list of current Metro Nashville vendors to consider, but that staff or Committee members could make additional suggestions. It was also noted the importance of also engaging in this process with the focus of using restorative practices and beginning to rebuild trust.

The Committee discussed the role of the Equity and Restorative Practices Manager and of the Committee is moving this work forward.

The Committee noted that in order for restorative practices to be successful there needs to be a commitment to change as well as the recognition that healing comes from within, especially in the structures that allowed for harm.

The Committee also discussed the possibility of bringing in those that have filed complaints and how that could be done respectfully and without continuing harm.

The Committee discussed the need for the initial step of restorative practices for all parties to acknowledge what happened. It was noted that even if the individuals are removed from this situation there will still be harm if there is not systemic. It was additionally noted that this process of transformation will require creativity. The Committee discussed a commitment to and the enactment of restorative practices.

The Committee also noted that given the ongoing investigations it felt like there was information missing, but that in the meantime it would be possible to discuss the accountability process.

The Committee discussed the process and criteria for selecting an external consultant with staff and Committee input. It was also noted that this will be an ongoing process.

d. Public Comment Policy

The Committee came to the consensus to review and discuss at the March Committee meeting.

D. Staff/ED/Commission Report

Natalie Alfaro Frazier gave the Committee an update on her new team and the upcoming positions.

E. Next Meeting & Planning

The Committee decided to move meeting time to 5:30 p.m.

F. Adjourn meeting

The meeting was adjourned at 7:01 p.m.