



## MINUTES

### Metro Arts Board of Commissioners

June 16, 2022 12 p.m.

#### Metro Southeast Building

Green Hills Auditorium

1417 Murfreesboro Pk.

Nashville, TN 37217

**Commissioners Present:** Matia Powell (Vice Chair), Will Cheek (Sec. /Treasurer), Jane Alvis, Sheri Nichols Bucy, Marianne Byrd, Clarence Edward, Clay Haynes, Diana Perez, Paul Polycarpou, and La’Kishia Harris.

**Commissioners Absent:** Jim Schmidt (Chair), Campbell West, Dexter Brewer, Ellen Angelico.

**Metro Arts Staff:** Atilio Murga, Van Maravalli, Natalie Alfaro Frazier, Chuck Beard, Anne-Leslie Owens, Marysa LaRowe, Ian Myers.

**Metro Staff:** Derrick Smith (Legal), Razel Jones (HR/DEI), Andrea Blackman (Finance/DEI)

**Guests:** Councilmember Joy Styles, Councilmember Russ Bradford, Ambriehl Crutchfield, Alan Fey, Joseph Gutierrez, Josh Kater, Jyoti Gupta, Josh Benus, Mark Schlicher, Melissa Cherry, KL, Jill Palm, Erica Ciccarone, Davie Tucker Jr., Daniel Jones, Alex Wong, Leah Sherry, Brittany Holljes

- A. Call to Order & Welcome  
Vice Chair Matia Powell called the meeting to order at 12:12pm.
- B. Approval of Minutes: May 19, 2022 & June 1, 2022

***A motion to approve Arts Commission Minutes of May 19, 2022 was offered by Commissioner Bucy. Commissioner Polycarpou seconded, all approved, and the motion passed.***

***A motion to approve Arts Commission Minutes of June 1, 2022 was offered by Commissioner Byrd. Commissioner Alvis seconded, all approved, and the motion passed.***

Vice Chair Powell recognized Metro Councilmember Joy Styles who, on point of privilege, took a few moments to reflect on the active work of Metro HR and DEI work with Metro Arts.

C. DEI Executive Summary, presented by Razel Jones and Andrea Blackman

Metro's Chief Diversity, Equity, and Inclusion Officer Andrea Blackman and Metro HR Workforce Diversity Manager Razel Jones shared the high-level executive summary of the work they have done with Metro Arts. Blackman reminded the Commissioners and community guests that Metro Arts staff are very committed to doing all the DEI work and that that might have been lost in the public narrative in the last few months.

They outlined the following action steps and priorities. Operationalizing Metro Arts means reimagining and co-creating an environment that will:

1. Establish an immediate DEI transition leadership team
2. Develop a common language and vision for Commission, CARE, ED, team leaders, and team members
3. Establish roles, authority, and develop accountability practices for staff
4. Identify the risk the department is willing to take to operationalize its stated value of equity
5. Establish a new system of accountability for dealing with conflicts and tensions related to DEI

Vice Chair Powell asked if there were any recommendations for interviewing the potential Executive Director. Blackman and Jones advised that the next Executive Director must understand and know how to apply the framework for DEI work, have a shared vision of everything Metro Arts has articulated, and have the skillset to be a solid translator and leader to bring everyone along. Additionally, the next Executive Director can't be afraid to take the necessary steps and possible risks for positive change and much needed healing for everyone. Blackman and Jones pointed out that we are not waiting for and asking the next Executive Director to fix everything. The work is being done and is ongoing.

D. Conflicts of Interest

Program and Evaluation Coordinator Marysa LaRowe explained conflicts of interest for Commissioners and directed them to complete the online form she will be sending them. Interim Director Ian Myers explained the extent and definitions of possible conflicts. Attorney Derrick Smith of Metro Legal provided some conflict clarifications.

E. Actions Items

1. FY23 Art Programs for Court-Involved Youth

Equity and Restorative Practices Manager Natalie Alfaro Frazier explained the evaluations and numbers to Commissioners, and she also detailed the hopes for future plans.

***A motion to approve \$88,150 in award allocations for FY23 Arts Programming for Court Involved Youth was offered by Commissioner Haynes. Commissioner Cheek seconded, all approved, and the motion passed.***

2. FY23 Grant Allocations

Program and Evaluation Coordinator Marysa LaRowe and Interim Director Ian Myers gave context for the numbers and process of the grant allocations. Commissioners agreed that there needs to be a restructuring in the next fiscal year cycle. Interim Director Myers explained the process for the 3-year adjudication funding mechanism. LaRowe gave a FY23 Grants overview and grants process reminders to the Commissioners.

Motion to approve the FY23 Operating Grant allocations in the amount of \$3,053,438 was divided into separate motions by category so that individual commissioners could abstain, as necessary.

***Motion to approve the FY23 Operating Grant allocations for Basic 1 was offered by Commissioner Bucy. Commissioner Polycarpou seconded. Commissioners Cheek and Byrd abstained. All those voting approved, and the motion passed.***

***Motion to approve the FY23 Operating Grant allocations for Basic 2 was offered by Vice Chair Powell. Commissioner Bucy seconded. Commissioner Alvis abstained. All those voting approved, and the motion passed.***

***Motion to approve FY23 Operating Grant allocations for Basic 3 was offered by Commissioner Cheek. Commissioner Byrd seconded. Commissioners Alvis, Polycarpou, Bucy, and Powell abstained. All those voting approved, and the motion passed.***

***Motion to approve FY23 Operating Grant allocations for Core was offered by Vice Chair Powell. Commissioner Cheek seconded, all approved, and the motion passed.***

3. Artwork Metro Artwork Donation Proposal Review

Public Art Project Manager Anne-Leslie Owens discussed the process of donating artwork to Metro and the recent proposal from Curb Center for Art, Enterprise & Public Policy to donate the artwork *Pathway to a Higher Note* by artist Betty-Turney-Turner to Metro Parks' Centennial Art Center.

***Motion to approve the donation from Curb Center for Art, Enterprise & Public Policy to Metro Parks of the artwork Pathway to a Higher Note by artist Betty Turney-Turner was offered by Vice Chair Powell. Commissioner Polycarpou seconded, all approved, and the motion passed.***

F. CARE Report

Equity and Restorative Practices Manager Natalie Alfaro Frazier gave an overview of the joint CARE/Commission/Staff meeting on June 1 and invited Commissioners and all those in attendance to the next CARE meeting on June 23.

G. Fact Finder Discussion: Murga Complaint

Vice Chair Powell opened up the floor to conversation about the formal complaint. It was suggested that everyone read the entire formal report for context in the conversations. Commissioners asked for clarification as to how the Commissioners are supposed to react to the questions they receive. Vice Chair Powell expressed interest in a public comment policy/procedure for meetings and suggested that CARE consider this topic.

Derrick Smith of Metro Legal advised that individual Commissioners may speak for themselves, but the Commission does have to vote together formally before any individual Commissioner speaks on behalf of the entire Commission. Smith suggested making a formal public comment policy/procedure as a Commission. He explained how Metro Legal and HR are intertwined in the handling of the HR topics discussed with the HR reports.

Commissioners expressed how tough it is to talk about the recent HR situation but indicated they are committed to keep doing the work to move forward and to uphold the values of equity for the city and all artists in Nashville.

H. Discussion of Public Comments

There was a request to make a public comment. Vice Chair Powell explained that there is no formal process for addressing public comments within the Commission meeting. She restated that a formal process for public comments needs to happen and that she'd like for CARE to talk about suggestions for such a process before the next Commission meeting. Metro Legal's Derrick Smith agreed with Vice Chair Powell's suggestion and encouraged the Commission to keep it on the agenda moving forward.

I. Staff Reports

No reports to be made at this moment but Commissioners commended staff and recognized how they continue to do the work during this difficult time.

J. Adjourn Meeting – Vice Chair Powell moved to adjourn meeting at 2:21 pm.