



MINUTES

Committee for Antiracism and Equity Meeting

April 6, 2022 5:30-7:00 p.m.

Metro Southeast: Green Hills Auditorium
1417 Murfreesboro Pike, Nashville, TN

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

Committee Members Present: Ellen Angelico (Commissioner), Jon Royal, Dr. Robyn Henderson-Espinoza, M Kelley, Teree McCormick (Co-Chair), Fathiyah Shepard-Suso, Isabel Tipton-Krispin

Committee Members Absent: Ellen Gilbert, LaKeisha Thomas

Staff: Natalie Alfaro Frazier, Janine Christiano, Chuck Beard, Grace Wright

Guests: Andrea Blackman (Metro Finance)

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Call to Order & Welcome

The meeting was called to order at 5:41 p.m.

Co-Chair Teree McCormick called the meeting to order. She informed the Committee that Paula Robert's Arts Commission term was not renewed, so she would no longer be serving on the Committee as a Commissioner. She invited Committee discussion on this topic.

The Committee requested that staff send information on newly appointed Arts Commissioners.

B. Approval of Minutes: March 2, 2021

Co-Chair McCormick asked if there were any questions or proposed changes to the minutes.

A motion to provisionally approve the Arts Commission minutes March 2, 2022 was offered by M Kelley, Commissioner Angelico seconded, and the motion passed.

C. Action Items:

1. Beyond Diversity discussion

- i. Co-Chair McCormick gave an overview of the past training model used by the Anti-Racism Transformation team and proposed using that model as a foundation for beginning to discuss Crossroad's "Beyond Diversity" training.
- ii. The Committee discussed their impressions of the training and lessons that stood out as particularly important. They also discussed how this could impact and inform the work of the Committee.
- iii. The Committee came to consensus to have discussion of the "Beyond Diversity" training be a recurring agenda item going forward.

2. Equity and Restorative Practices job descriptions for recommendations

- i. Natalie gave an overview of her new position and the creation of her team within Metro Arts. The Equity & Restorative practices team she now oversees will be responsible for the implementation of restorative practices internally and externally, racial equity programs, and youth programs. Currently, the team is looking to fill two positions to support this work, particularly in terms of program management.
- ii. The Committee reviewed and discussed the proposed job descriptions including phrasing related to conflict management, ethical responsibilities related to working with Youth, and the complexity of core agency values.
- iii. The Committee recommended changes to Metro Arts staff. Staff agreed to the changes and also updated the Committee that as these jobs were new equity-related positions they would be reviewed by an additional Metro task force.

The Committee came to consensus that they approved the job descriptions contingent upon requested changes being made and approval by Metro task force. A motion to this effect was offered by Jon Royal, Commissioner Angelico seconded, and the Motion passed.

3. Public Comment Policy

- i. The Committee reviewed and discussed the proposed Public Comment Policy presented to the Committee at the March meeting.

- ii. Co-Chair McCormick began the discussion by recognizing the public comment submitted to the Committee via e-mail and asked the Committee if they had any comments or questions. The Committee discussed the commenters concerns and how they informed the agency's current position.
- iii. The Committee asked staff what the impact of these public comments was. Staff clarified that currently as there is no policy, that is decided on a case-by-case basis. The Committee discussed how the public comment process could be clarified in terms of use/impact and how the policy could affect this. The Committee also discussed adding clarity to the policy to let submitters know that their comments will become public record once submitted and may be shared outside the body they are addressed to.

The Committee came to consensus to make the review and discussion of public comments a standing item on the agenda and to continue to review the policy at the next meeting.

The Committee recognized that public comments are an essential part of the change and equity process and provide valuable insight.

D. Staff/Commission Report

1. Equity lens update

- i. Staff gave the Committee an update on the process of other Committees and staff reviewing the initial draft of the Equity Lens for user feedback. Staff will bring back the responses once all phases are complete.
- ii. The Committee asked staff to provide new members with updated and contextual materials regarding the Equity Lens.

Equity Lens draft to new CARE members

2. Communicated concerns from artists in the community and report to Commission

- i. Staff updated the Committee about concerns they are receiving from community members about the current situation at Metro Arts and requested Committee input on the best way to effectively and thoughtfully translate these concerns to agency leadership and the Arts Commission.
- ii. The Committee discussed their responsibilities as well as the cohesive responsibilities of Metro as a whole. It was discussed that this should be part of the ongoing development of an equity mission.
- iii. The Committee requested that CARE should have a standing item on the Arts Commission agenda in order to build better relationships and work more closely on the achievement of these goals.

E. Next Meeting & Planning

1. Staff introduced a model for creating the next agenda the end of each meeting and ways for tracking future items.
 2. The Committee requested that the next meeting involved a review of the Environmental Scan put together by the Anti-Racism Transformation team in 2019. The Committee also requested that staff provide an update on items that are on hold as they are reviewed by other parties.
 3. The Committee also requested that staff share a history of grants & funding recipients with them.
- F. Adjourn Meeting – Adjourning called by McCormick.

The meeting was adjourned at 7:54 p.m.