



**Minutes**  
**Committee for Antiracism and Equity Meeting**  
**May 11, 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](mailto:arts@nashville.gov)

**Committee Members Present:** Ellen Angelico (Commissioner), Teree McCormick (Co-Chair), Fathiyah Shepard-Suso, Isabel Tipton-Krispin, and Ellen Gilbert.

**Committee Members Absent:** M Kelley, Jon Royal, Dr. Robyn Hendeson-Espinoza, LaKeisha Thomas.

**Staff:** Natalie Alfaro Frazier, Janine Christiano, Chuck Beard, Ian Myers.

**METRO ARTS MISSION:**  
**Drive an Equitable and Vibrant Community through the Arts**

- A. Call to Order and Welcome  
The meeting was called to order at 5:40 pm.  
  
Commissioner Angelico called the meeting to order.
- B. Approval of Minutes: April 6, 2022  
**A motion to provisionally approve the CARE minutes from April 6, 2022 was offered by Commissioner Angelico, Co-Chair McCormick seconded, and the motion passed.**
- C. Natalie Alfaro Frazier read the CARE purpose statement and recognized Group Norms.
- D. Action/Discussion Items:
  - a. Agenda changes
    - i. Beyond Diversity Discussion and Public Comment Policy Discussion was moved to next CARE meeting by Commissioner Angelico and CARE's approval to save time for current agenda.
  - b. Discussion: Executive Director Search
    - i. Supplemental questions for application and process.
    - ii. Commissioner Angelico mentioned that CARE will have the opportunity to supply questions to the ED application process.

- c. CARE Co-chair candidate
    - i. Commissioner Angelico introduced the prospect of Commissioner LaKeisha Harris becoming the next Commissioner Co-chair candidate for CARE.
      - ii. CARE would like for the Commission to formally invite Commissioner Harris to be the Commissioner CARE Co-chair.
  - d. Planning for May 19<sup>th</sup> Commission Meeting
    - i. Select 1-3 Priorities to Present
      - 1. Introduce the members of everyone on CARE as partners in work and CARE exists in the first place.
        - 2. Read CARE Norms statements, defining differences between equity and equality.
        - 3. Pointing everyone towards the Beyond Diversity video and discussion.
        - 4. CARE suggested that CARE member Jon Royal be the speaker for the 10 minutes given to CARE at the Commission meeting. If Royal cannot fill that role, Commissioner Angelico will fill in on the spot.
    - ii. 10 minutes
      - 1. Commissioner Angelico suggested this time is an intro to CARE, the people on the committee and why it even exists.
      - 2. Co-Chair McCormick said that reintroducing CARE to the Commission also needs to include the open talks about systemic racism and to try and find what a common language looks like.
    - 3. Commissioner Angelico suggested for CARE to read their Group Norms and CARE purpose statement.
    - 4. Tipton-Krispin mentioned we should challenge the ideas and not people.
    - 5. Staff will assist with slides for the meeting.
- e. June 1<sup>st</sup> Metro Arts Realignment Prep Meeting
  - i. Natalie Alfaro Frazier said that she hopes that the joint meeting of CARE/Commission/Staff is going to focus on learning about the roles and responsibilities of everyone involved and the shared goals.
  - ii. Natalie Alfaro Frazier quoted a motion voted by the Commission a year ago that each new member of the Commission would watch the Beyond Diversity training video before joining the Commission.

- iii. Commissioner Angelico brought up their goals for CARE to drive policy change to make Metro Arts more equitable. One major one would be to create tools to help the equity lens into the Metro Arts workflow.
- iv. Shepard-Suso asked Commissioner Angelico if the entire Commission has the same sense of equity and equitable goals.
- v. Co-Chair McCormick suggested making a list of everything CARE has recommended in the past when nothing ever happened on the Commission level so everyone can come together and examine why it didn't get recommended and how to fix that going forward altogether.

f. HR reports

- i. CARE came to a consensus that more discussion about the HR reports are important to discuss on a later date so everyone can digest all of the reports for the discussion to date.

g. Staff/Commission Report

- i. Natalie Alfaro Frazier mentioned that Crossroads has opened up their diversity training again, and has given Metro Arts the opportunity to participate in it before anyone else (inviting up to 40 people near the end of Summer). She hopes that everyone on Commission and CARE and staff will attend (virtually).

h. Staff Update on Outstanding Items

- ii. Natalie Alfaro Frazier said that ERP will be able to hire one full-time position soon.

E. Next Meeting & Planning

- a. Public Comment Policy – moved to next meeting.
- b. Environmental Scan – moved to next meeting.
- c. Debrief from the June 1<sup>st</sup> joint meeting and how we all process the equity lens on all levels as well.

F. Adjourn meeting

The meeting was adjourned at 7:30 pm.