



MINUTES
Committee for Antiracism and Equity Meeting
June 23, 2022 12-2 PM
Howard Office Building: Sonny West Conference Center
700 2nd Ave S, Nashville, TN 37210

CARE Members Present: Isabel Tipton-Krispin, Ellen Gilbert, Fathiyah Shepard-Suso

CARE Members Absent: M Kelley, Jon Royal, Dr. Robyn Henderson-Espinoza, LaKeisha Thomas, Teree McCormick (Co-Chair).

Staff: Natalie Alfaro Frazier, Chuck Beard, Ian Myers, Karissa Coady

Commissioners: Clay Haynes, La’Kishia Harris, Matia Powell.

Commissioners Absent: Ellen Angelico (Co-Chair)

Guests: Andrea Blackman

- A. Call to Order and Recognize Group Norms & CARE purpose statement
 - A. The meeting was called to order by Commissioner La’Kishia Harris at 12:22 pm.
 - B. Equity + Restorative Practices Manager Natalie Alfaro Frazier read the CARE purpose statement and recognized group norms.

- B. Approval of Minutes: May 11 and June 1 Meetings

A motion to approve CARE minutes May 11, 2022 and June 1, 2022 was offered by CARE member Ellen Gilbert, CARE member Isabel Tipton-Krispin seconded, and the motion passed.

- C. Action/Discussion Items:
 - a. Welcome Commissioner Harris
 - a. Equity + Restorative Practices Manager Natalie Alfaro Frazier recognized Commissioner Harris to her new CARE role.
 - b. Discussion: Executive Director Search Update
 - a. Vice Chair Commissioner Matia Powell spoke about interview schedules for Executive Director and reemphasized the mission to

- the commitment of finding the best fit for the position moving forward.
- b. Commissioner Clay Haynes affirmed the importance of getting the right person.
 - c. Vice Chair Commissioner Matia Powell spoke about the importance of being transparent with candidates about the current reality of the Metro Arts workplace in order to set them up for success.
 - d. Andrea Blackman spoke about how her team will be there to support the new Executive Director.
 - e. Natalie Alfaro-Frazier asked if staff will have an opportunity to give input about what they are looking for in an Executive Director.
 - f. Vice Chair Commissioner Matia Powell stated that she wants to hear from Metro Arts staff but does not know how it will formally fit into the process. She also stated that she wants an opportunity for community input.
 - g. Commissioner La’Kisha Harris stated that she would not be comfortable making a final decision at the Monday meeting.
 - h. Andrea Blackman stated that there is no precedent for gathering community input in Metro Government.
 - i. Interim Executive Director Ian Myers reminded the room that questions must be asked of candidates unilaterally, so a community meeting must happen after the search has been narrowed down to one candidate.
 - j. Natalie Alfaro-Frazier suggested that community input is gathered before the Executive Director interviews on Monday.
 - k. Commissioner Clay Haynes stated that he wants the process to be fair to candidates and the process should not be dragged out. He reminded the committee that the previous Executive Director search process included staff meet and greets.
 - l. Andrea Blackman stated that there is precedent within Metro Government for staff meet and greets. However, staff input should be gathered before the meet and greet.
 - m. Commissioner Clay Haynes affirmed that he would be in support of informal opportunities for candidates to interact with staff and community.
 - n. Vice Chair Commissioner Matia Powell described the HR process.
- c. June 1st Joint Meeting Recap
- a. CARE member Isabel Tipton-Krispin asked the group if we could formalize scheduling and communication workflow between more joint meetings between CARE/Commission/Staff.
 - b. Vice Chair Commissioner Matia Powell suggested overlapping joint meetings and regular meetings to reduce time burden. She also suggested quarterly meetings.

- c. Commissioner Clay Haynes stated that he will try to come to more standard CARE meetings.
 - d. CARE Member Ellen Gilbert responded stating that this would display a commitment to equity.
 - e. Vice Chair Commissioner Powell suggested that joint meetings should be tailored around specific times of year such as budget and guideline review. In addition, she stated the need for a team building meeting.
 - f. Multiple members stated that the next joint meeting should be after an Executive Director is chosen.
- d. Public Comment Policy
- a. Staff Member Natalie Alfaro-Frazier reminded the committee of the history of the public comment policy, or lack thereof.
 - b. Vice Chair Commissioner Matia Powell discussed the purpose of public comments.
 - c. Ellen Gilbert suggested that CARE should read through and synthesize the comments for commission.
 - d. Staff Member Natalie Alfaro-Frazier affirmed that this would be a good process.
 - e. Interim Director Ian Myers explained the current staff process.
 - f. CARE Member Isabel Tipton-Krispin stated a sense of urgency due to the current volume of public comments.
 - g. Vice Chair Commissioner Matia Powell shared that
 - h. we do not need to follow precedent when developing this policy. She stressed that this is a time for revisioning.
 - i. Commissioner Clay Haynes suggested looking at the way that the Planning Department handles public comments.
 - j. Staff Member Natalie Alfaro-Frazier shared the need for a town hall in addition to an updated public comment policy.
 - k. Commissioner Clay Haynes asked if now is a time to discuss public comments.
 - l. Vice Chair Commissioner Matia Powell stated that the public comment discussion at the last commission meeting was not sufficient, but the commission did not have all the answers that the community wanted.
 - m. CARE Member Ellen Gilbert shared the importance of making sure that community members feel listened to, so a policy that states that they would not be responded to would not be sufficient.
 - n. Commissioner Clay Haynes suggested that we rethink technology for public comments.
 - o. Vice Chair Commissioner Powell suggested that we create a new email for public comments with an auto-response stating what will happen with the public comments.
 - p. Multiple members stressed the importance of responding to the comments that have already come in.

- q. Commissioner Clay Haynes stated that the Commission should fully vote on a new statement.
- r. Vice Chair Commissioner Matia Powell stressed the importance of humanity and honesty in commission response.
- s. CARE member Ellen Gilbert stated there is active community organizing against Metro Arts.
- t. CARE member Isabel Tipton-Krispen shared community frustration regarding lack of response to previous media attention and public comments.
- u. Staff Member Natalie Alfaro-Frazier stressed the importance of communicating through multiple channels.
- v. Interim Executive Director affirmed that the staff will draft a statement for commission approval to be sent out via multiple channels to the public.

D. Staff/Commission Report

- a. Staff Update on Outstanding Items

E. Next Meeting & Planning

- A. CARE Member Ellen Gilbert requested that we gather all of the things that CARE has worked on that have not been addressed by the commission.

F. Adjourn meeting

- A. CARE member Ellen Gilbert called for a motion to end the meeting and Isabel Tipton-Krispin seconded the motion.
- B. The meeting was adjourned at 2:02pm