



MINUTES
Committee for Antiracism and Equity Meeting
July 28, 2022; 12-2 PM
Peabody Room, Lindsley Hall Building
730 2nd Ave S, Nashville, TN 37210

Commissioners Present: Ellen Angelico (Co-Chair), Jim Schmidt, Matia Powell (Interim Commission Chair)

CARE Members Present: Teree McCormick (Co-Chair), Ellen Gilbert, Fathiyah Shepard-Suso

CARE Members Absent: M Kelley, Jon Royal, Dr. Robyn Henderson-Espinoza, LaKeisha Thomas, Isabel Tipton-Krispin

Staff: Natalie Alfaro Frazier, Chuck Beard, Ian Myers, Karissa Coady, Daniel Singh, Jonathan Saad.

Guests: Andrea Blackman, Harlequine Clay.

- A. Call to Order and Recognize Group Norms & CARE purpose statement
 - A. Ellen Angelico called meeting to order at 12:10pm
 - B. Ellen Angelico recognized Group Norms & CARE purpose statement
- B. Approval of Minutes: June 23, 2022 Meeting
 - A. Delayed approval of minutes until next CARE meeting
- C. Action/Discussion Items:
 - a. Introduce new Executive Director
 - a. Everyone introduced themselves in the room to each other.
 - b. Daniel Singh shared about his background
 - c. Natalie Alfaro Frazier asked for clarification surrounding the timing of the official announcement of Daniel Singh's selection
 - b. Next joint meeting date, time, location
 - a. August 25th, 2022 12PM-2PM: East Park Community Center (600 Woodland St Nashville, TN 37206)
 - c. Public Comment Policy
 - i. Overview of public comment process update
 - i. Online form has been established
 - ii. Has been approved by legal
 - iii. The form is TTY accessible
 - ii. Auto-response language
 - i. Ellen Angelico read the current draft aloud

- ii. Natalie Alfaro Frazier stated that the previous process needed to be streamlined as it was putting too much pressure on staff
 - iii. Tere McCormick requested that the name associated with the email address indicate that it should not be replied to
 - iv. Ellen Gilbert and Tere stated that we need to have language that makes it clear that public comments will not get a response
 - v. Interim Chair Matia Powell talked about setting consistent expectations for the community against metro-wide precedent
- iii. Commission Role of Response
- i. Ellen Angelico reviewed the current process
 - ii. Interim Chair Matia Powell stated that she believes while we do not need to respond to each individual comment, we should address common themes that arise from public comments
 - iii. Tere McCormick requested that the conversation regarding operationalizing the process of public comments receiving be part of the next joint meeting, asked for clarification for the role of Executive Director in the process
 - iv. Natalie Alfaro Frazier shared that the new process allows for staff to see comments as they come in
 - v. Terre McCormick stated that this new system has a series of checks and balances
 - vi. Ellen Angelico shared that our contract communications manager, Mollie, will roll out the new plan on social media and via arts alert
 - vii. Tere McCormick asked for the form to include geographic identification
 - viii. Natalie Alfaro Frazier explained that we do not want to collect addresses and requiring them could be a barrier to those who do not have permanent addresses, but proposed collecting zip codes instead
 - ix. Andrea Blackman shared that there are conversations within the Mayor's office about how and why departments are collecting data and advised that we refrain from collecting zip codes until a policy is finalized
 - x. Jim Schmidt requested that we have a check box in which people can indicate if they are a Davidson County resident, because the role of the commission is to primarily serve Davidson County
 - xi. Natalie Alfaro Frazier brought to attention that there are stakeholders outside of Davidson County that have relevant comments to share

- xii. Interim Chair Matia Powell stated that this check box would not prevent non-Davidson County residents from submitting comments, but would allow comments from residents to be prioritized
- xiii. Ellen Gilbert agreed with Interim Chair Powell
- xiv. Ellen Gilbert requested that all data collection be looked at, including grants
- xv. Commissioner Ellen Angelico reminded everyone that this process is not set in stone
- xvi. Terre McCormick requested that we finalize this conversation at the joint meeting
- xvii. Natalie Alfaro Frazier will request that Mollie and Anne-Leslie Owens update the form to include the resident check-box
- xviii. Karissa Coady requested that the language be changed from “Tuesday” to “two business days prior”
- xix. Teree McCormick requested that commission will review any comments that are submitted to committees
- xx. Interim Chair Matia Powell affirmed that it is good process to receive comments to committees and then head to commission
- xxi. Ian Myers brought to attention that there are legal ramifications surrounding the term “board packet”
- xxii. Teree McCormick stated that she wanted clarification on the role of committee’s role in the process of public comments received on the committee level before they head to the commission
- xxiii. Natalie Alfaro Frazier reflected on the benefits of discussing public comments at the committee level

d. Environmental Scan

i. History, purpose, findings

- i. Ellen Angelico requested that Terre McCormick share the history of ART/CARE
- ii. Teree McCormick reviewed the history of ART/CARE, including the pushback that the equity report has received in the past
- iii. Ellen Angelico reviewed the equity report and stated that while the numbers may have changed, the words remained the same
- iv. Natalie Alfaro Frazier stated that there has been questioning of the validity of the information in the report and suggested that we get updated numbers from Andrea Blackman’s office to establish validity
- v. Ellen Gilbert shared further history
- vi. Ellen Angelico claimed responsibility for leading the update of the environmental scan

- vii. The group discussed the importance of consistency of naming conventions

D. Staff/Commission Report

- a. Staff Update on Outstanding Items
 - i. Progress of 6 Action Items
 - ii. Natalie Alfaro Frazier advised that we continue training with Crossroads due to their history with the organization and arts-specific expertise
 - iii. Ian Myers reviewed the financial logistics surrounding booking Crossroads and thresholds for bidding

E. Next Meeting & Planning

- a. Goals/Objectives of CARE for FY23
 - a. Moved to the next meeting
- b. Ellen Angelico requested that we discuss the timing of the next joint meeting
 - a. There was a consensus of quarterly frequency
 - b. Interim Chair Matia Powell suggested that we add it on to a priorly scheduled CARE or Committee meeting
 - c. Jim Schmidt suggested that the joint meeting could replace the CARE meeting
 - d. Ellen Angelico expressed concerns about CARE's work not being taken care of if the meeting was replaced
 - e. There was a consensus of a new time being needed and that weekends might be best
 - f. The morning of October 22nd at 11AM was proposed by the group
 - g. Interim Chair Matia Powell suggested the Pruitt Library as the location for the joint meeting
 - h. Natalie Alfaro Frazier will attempt to reserve the room before she leaves

F. Meeting was adjourned at 1:56PM