



One City for All People

Full Commission Meeting – DRAFT Minutes

Monday, January 9, 2023, 4:00pm-5:30pm

Howard Office Building

Sonny West Auditorium

700 2nd Ave. S., Nashville, TN 37210

The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health, and general welfare of all people in Nashville and Davidson County.

1. **CALL TO ORDER:** The meeting was called to order at 4:11pm by Board Chair, Maryam Abolfazli

Commissioners in attendance: Maryam Abolfazli, Garlinda Burton, Dan Cadenas, Amy Charlton, Pratik Dash, Dakota Galban, Genma Stringer Holmes, Kosar Kosar, Larea Kwakye, Marcus Buggs, Ariel Safdie, Alecia Wynn

Commissioners absent: Edubina Arce, Jorge Salles Diaz, Ben Tran, Charles Traughber, Irwin Venick

Staff in attendance: Davie Tucker, Ashley Bachelder, RJ Robles, Derrick Smith

The [meeting recording is available here](#), with major segments available at the following minute marks:

- 2:11—20:40: Mobile Diversity Seminar discussion
- 20:40 – 53:30: IncluCivics discussion
- 53:30 – 1:39:45: Statement supporting trans youth discussion

2. **CONFIRM QUOROM**

Quorum was confirmed.

3. **REVIEW AND APPROVAL OF MINUTES**

Minutes were approved without edits.

4. **FINANCIAL UPDATE**

ED Tucker shared there are no changes to the budget; although it is tight because we pooled funds to move a part time position to full time.

5. **NEW BUSINESS**

- **Mobile Diversity Seminar (MDS):** MNPD has informed us that they will be using an alternative trainer to meet the community/bias training that MHRC has provided for several years through the MDS program that we developed. The reason was not shared but we hope to learn the logic behind the abrupt change. Commissioners discussed the disheartening nature of the change, and the possibility of providing an analysis of the

learnings and evaluation of the program from our experience. ED Tucker update Commissioners once he learns more.

- **IncluCivics:** Staff member Ashley Bachelder provided an overview of the preliminary results of the IncluCivics report, which is an 8-year update to a 2015 report that looks at the approximately 10,000 members of the metro general government workforce by race, gender, salary and other factors. Preliminary results show salary disparities based on gender and race between white workers and some Black and Hispanic workers; although the differences are not significant among those employees hired in most recent years. Suggestions were made to look at parity in director level pay across departments and parity among lower paid support roles across departments.
- **Statement supporting trans youth:** Commissioner Charlton prepared a statement on behalf of MHRC to affirm and show support for LGBTQIA+, and specifically transgender, youth and community members who are being targeted by hateful legislation at the state level, particularly for medically necessary gender affirming care. Commissioners had a robust discussion, including an emphasis on supporting LGBTQIA+ people who are also people of color, who experience worse outcomes and are often left out of some advocacy efforts. The following two motions were made and approved:
 - Motion to adopt the letter with the caveat that staff can make necessary edits for clarity and formatting
 - Motion to share the letter with the named community groups to inform them their name was mentioned

6. OLD BUSINESS

- **Staffing and Hiring Updates**
RJ Robles is the new Title VI Compliance Officer. An offer has been made for the administrative position and interviews will begin soon for the community engagement position.
- **License plate readers (RS2022-1883)**
This legislation passed despite considerable community opposition. We will monitor what the 6-month pilot will look like.
- **Boards and Commissions Appointment Legislation (BL2022-1528)**
This legislation passed, which will change the nomination process for 11 boards/commissions which will allow the community (i.e., a mix of council members, community organizations and self-petitions) to nominate a certain percentage of members. For MHRC, the Mayor will appoint 11 positions and the community will nominate 7 for council approval.
- **East Bank letter discussion**
When the Commission met on December 5th we were under the impression that the stadium legislation would not move forward until January. The Executive Committee met in mid-December to draft a statement, but soon learned the council would vote on the legislation on December 20th. ED Tucker released the statement on the 20th in order to not miss the opportunity. Since we were not able to wait until the next full Commission meeting for input on the letter, this experience showed how we need to act quickly on topics that move through the council. The Council meets the 1st and 3rd Tuesday of the month, whereas the Commission only meets once a month.

- **MHRC Strategic Planning**

This is an ongoing process with the Executive Committee and staff to put together a strategic plan for 1-, 3- and 5-year goals.

7. **PUBLIC COMMENTS**

None

8. **ANNOUNCEMENTS**

None

9. **ADJOURN**

The meeting was adjourned at 5:58pm.

Appeal of Decisions from the Metro Human Relations Commission

If you are not satisfied with a decision of the Metropolitan Human Relations Commission, you may appeal the decision by petitioning for a writ of certiorari with the Davidson County Chancery or Circuit Court. Your appeal must be filed within 60 days of the date of the entry of the Human Relations Commission's decision. We advise that you seek your own independent legal advice to ensure that your appeal is filed in a timely manner and that all procedural requirements have been met.



If any accommodations are needed for individuals with disabilities who wish to be present at the meeting, please contact MHRC at 615-880-3370 or MHRC@nashville.gov. Requests should be made as soon as possible but at least 24 hours prior to the scheduled meeting for the entity to provide such needed aid or service.