



# METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

## MINUTES

### Committee for Antiracism and Equity Meeting

April 14, 2023

9:00 AM – 10:30 AM

1417 Murfreesboro Pike

Nashville, TN 37217

**Committee Members:** Commissioner-Chair Ellen Angelico, Ellen Gilbert, Jon Royal, Fathiyah Shepard-Suso, and Isabel Tipton-Krispin

**Absent Members:** Co-Chair Teree McCormick, Commissioner Brewer, Commissioner Perez, Dr. Roberto Che Espinoza, M. Kelley, and Lakeisha Thomas.

**Metro Staff:** Chuck Beard, Daniel Singh, Jesse Ross, Nyamal Tuor, and Ian Myers (virtual)

- A. Call to Order and Recognize Group Norms & CARE purpose statement
  - a. Meeting called to order by Chair Angelico at 9:09am.
  - b. Chair Angelico read the norms and purpose statement and land acknowledgement.
  - c. Committee introductions with two new Metro Arts staff present.
- B. Approval of Minutes: October 27, 2022 & January 14, 2023 Meetings
  - a. A motion to approve October 27, 2022 minutes was made by Ellen Gilbert. Jon Royal seconded and the motion passed.
  - b. A motion to approve January 14, 2023 minutes was made by Ellen Gilbert. Isabel Tipton-Krispin seconded and the motion passed.
- C. Action/Discussion Items:
  - a. Requests and functions of CARE
    - i. Updates for new online communication forum
      - 1. Chair Angelico provided a comprehensive explanation of the new Engagement HQ public online forum during the meeting. The attendees expressed their willingness to sign up for the platform

soon and collaborate on resolving any logistical questions that may arise. The forum's implementation aims to enhance engagement and communication among members, fostering an inclusive and participatory decision-making process within the organization.

ii. Roles and representation in all Metro Arts Committees (Grants, Advocacy, Nominating, Public Arts—Will have to navigate Public Arts Charter)

1. CARE emphasized the importance of representation for upcoming committee meetings. Jon Royal committed to attending next month's Grants and Funding Committee meeting. Commissioner Angelico expressed willingness to participate in the next Advocacy Committee meeting before the Commission meeting the following week. Daniel suggested the possibility of officially appointing CARE members to committees, which will be reviewed in the upcoming Charter talks with the Commission. The committee acknowledged the significance of diverse representation and engagement across all committees to ensure equitable decision-making and effective collaboration within Metro Arts.

iii. Moving from Environmental Scan to Disparity Study

1. Daniel provided updates on the online survey currently available on the website, emphasizing the importance of following strict protocols to ensure accurate data results. He outlined the next steps in the Disparity Study, which involve engaging with local organizations and conducting community meetings to gather valuable input. Participants were encouraged to share the survey widely to ensure broad representation.
2. Daniel also reminded everyone about the upcoming Community Listening Sessions, stressing the need for diverse participation to gather both quantitative and qualitative information for the Disparity Study. When asked about how to further contribute to the study, Daniel suggested showing up and actively participating in the listening sessions.

3. In the discussion, Ellen Gilbert raised concerns about the potential budget disparity with Thrive submissions and how the money would be awarded in the future. The committee acknowledged the importance of addressing this issue in the next steps of the Disparity Study to ensure equitable distribution of funds and support for underrepresented communities.
- iv. Onboarding packet for new commissioners/committee members/staff
    1. The presence of new Public Art Coordinators was noted. Daniel highlighted the complexities in filling other necessary staff positions. Chair Angelico initiated a discussion on the Metro Arts CARE committee's onboarding information, deciding to table it for further discussion in an online forum. It was mentioned that Co-Chair McCormick might step down from her position with CARE in the future. Commissioner Powell was tasked with addressing the off-boarding of current members who are continually absent and initiating onboarding calls for new CARE committee members.
    2. Ellen Gilbert suggested that CARE should collaborate with Metro Library contacts to ensure representation, considering the significant art activities in libraries and various underrepresented communities. Daniel agreed to post the working onboarding packets for Staff and Commission on the online forum for further CARE discussion, facilitating transparency and effective collaboration in the process.

D. Guest Speaker Justin Laing

- a. [Hillombo Consulting](#) expressed regrets for their absence from the online meeting due to conflicting work commitments.

E. Staff/Commission Report

- a. During the meeting, Daniel informed the attendees about ongoing discussions regarding CARE's involvement and advice concerning the evaluations of the Commission's self-assessment, Chair, and Vice-Chair, scheduled to occur in the

upcoming months. He sought CARE's input and collaboration to facilitate the process and ensure a comprehensive and meaningful evaluation.

- b. Additionally, Daniel requested CARE's assistance in determining the next steps and allocations of grant funds once the budget is finalized. Recognizing CARE's expertise and dedication to the organization's goals, he sought their input to make informed decisions that align with Metro's priorities and support the arts community effectively. The committee's involvement in these matters demonstrates their significant role in shaping Metro Arts' direction and ensuring its continued success.

F. Next Meeting & Planning

- a. August 17, 2023, has been proposed as a potential date for a joint meeting involving all committees, the Commission, CARE, and Staff.

G. Adjourn Meeting

- a. The meeting was adjourned by Chair Angelico at 10:10 AM.