



One City for All People

**Full Commission Meeting – Minutes  
Monday, May 06, 2024, 4:00 pm – 5:30 pm  
Howard Office Building  
700 President Ronald Reagan Way  
Sonny West Conference Center  
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 4:15 pm by Chair Abolfazli.

Commissioners in attendance: Maryam Abolfazli, Dr. Ben Tran, Kosar Kosar, Larea Kwakye, Marcus Buggs, Dakota Galban, Genma Stringer-Holmes, Jeff Teague

Commissioners Absent: Dr. Amy Charlton, Alecia Wynn, Charles Traughber, Deaconess Garlinda Burton, Edubina Arce

Staff in Attendance: Davie Tucker, Ashley Bachelder, Crystal Cockrill

**2. CONFIRM QUOROM**

Quorum was confirmed at 4:16 pm.

**3. PUBLIC COMMENTS**

**4. REVIEW AND APPROVAL OF MINUTES**

A motion to approve the April minutes was made by Commissioner Teague. They were approved; no edits.

**5. FINANCIAL UPDATE**

Chair Abolfazli noted a \$30k savings in the budget. ED Tucker stated that it may be used to fund MHRC 60<sup>th</sup> anniversary event(s).

Director Tucker stated that the budget proposal submitted to the mayor was not funded. A budget hearing with the Budget and Finance committee will take place on 05/16/2024.

**6. NEW BUSINESS**

- Executive Director salary increase
  - Chair Abolfazli acknowledged that ED Tucker had not received a raise other than the COLA since he accepted the position as the Executive Director of the

Commission. His current salary is \$136k. Commissioners and staff reviewed and discussed salaries of other Executive Directors employed by the Metro General Government. Commissioner Stringer-Holmes inquired about possible raises for the staff. ED Tucker stated that he advocated for staff members to be reclassified and receive a raise last year. Those increases took place. Commissioner Tran made a motion to aim for \$214k within DP1 and come up with justifications of the important work that the MHRC does led by the Executive Director at the Council Budget Hearing on Tuesday. The motion was approved with no abstentions.

- Conciliation process and updates
  - Ashley Bachelder provided an update on the status of immediate conciliation efforts. She informed the Commission that their 04/02/2024 letter was shared with the Mayor, Metro Council, and attorneys representing Metro Legal and the Arts Commission, but a formal response has not been received. The categories of funding/eligibility include:
    - Thrive projects are being paid the second \$10k allotment. This is not contested and is in progress. This is ongoing and overseen by Metro Legal and Metro Finance.
      - There have been some missteps in the implementation plan. MHRC was under the impression we could weigh in on the notification, but it was prematurely mailed. A letter with instructions for the was mailed to Thrive recipients on 04/12/2024. Two of the three complainants' letters were sent to an incorrect address. On 05/01/2024 we received a list of the Thrive recipients that received the letter.
    - Thrive Mural project -- Approximately 30 mural projects were not part of the supplemental funding decision. This decision is being contested. We have provided a memo detailing our position that they should be included.
    - Micro, small, and medium organizations were sent a letter about a supplemental award that would make up difference between the August and July vote; they will receive the higher of the two grant amounts.
    - Approximately 12 micro and small organizations dually qualified for both Thrive and General Operating grants and only received Thrive. This is a contested decision. We have provided a memo detailing our position that they should be included.
  - Attorney Mel Fowler-Green reported that the attorneys for Metro Legal and the Arts Commission are both participating in conciliation. She has met with the attorneys twice and with some of the complainants. Voluntary conciliation is a strong policy preference for resolving the issues brought forward through the complaint. Progress is being made toward scheduling a group conciliation meeting, hopefully in the next two weeks.
  - Bachelder reported on other updates and issues to be resolved through the conciliation process, including how Thrive will be structured, the grant structure/formula for the current year, the status of an interim Metro Arts ED, and various ordinances pending with the Metro Council.
- Bylaws and Rules document edits
  - Commissioner Tran made a motion to update the address of the MHRC office in the bylaws and rules documents. The motion was approved with no abstentions.

## 7. **OLD BUSINESS**

- Commissioner nominees
  - Commissioners were advised that nominees should communicate with Council members prior to the next Council meeting.

## 8. **ANNOUNCEMENTS**

- Pre-Hearing Conference 05/07/2024 at 11:00am Metro Office Building, Davidson Room

## 9. **ADJOURN**

Meeting was adjourned at 5:32 pm.



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