



## Minutes

### Committee for Antiracism and Equity Meeting

November 15, 2023

9:00 AM – 10:30 AM

1417 Murfreesboro Pike

Ridley Conference Room

Nashville, TN 37217

**Committee Members Present:** Commissioner-Chair Ellen Angelico, Co-Chair Teree McCormick, Commissioner Perez, Ellen Gilbert, Jon Royal, and Fathiyah Shepard-Suso

**Committee Members Absent:** Commissioner Brewer

**Metro Staff:** Chuck Beard, Daniel Singh,

- A. Call to Order & Recognize Group Norms & CARE purpose statement

*Commissioner Angelico called meeting to order at 9:12 a.m. and Recognized Group Norms and CARE purpose.*

- B. Public Comment

*No Public Comments were submitted online or in person.*

- C. Approval of Minutes: July 14, 2023 and August 11, 2023 minutes

*Commissioner Perez offered a motion to approve the July 14, 2023 minutes as amended (name changes needed). Jon Royal seconded the motion, and the motion passed.*

*August 11, 2023 Minutes needed edits, and approval was moved to next meeting.*

- D. Action/Discussion Items:

- A. CARE members reporting on Committee meetings

A. Commissioner Angelico also made a comment about the need to take a step back from the CARE leadership role as they begin their role as Commission Chair. Executive Director Singh clarified the process of appointments for Chair of CARE and Committee members moving forward.

B. Commissioner Angelico asked if they should make a formal recommendation to Commission about all the By-Law reviews for CARE. Co-Chair McCormick asked that CARE be involved in this entire process, and everyone agreed.

- C. Commissioner Angelico went to PAC meeting and there were talks about equity metrics and community engagement. Nobody went to Grants, Advocacy, or other Committee meetings.
- D. Executive Director Singh gave updates about the pending Disparity Study and said that Metro Legal was okay with using the Procurement Disparity findings.
- E. Recap of Joint Commission meeting on 8/17/23
  - 1. Executive Director Singh wanted to throw this discussion on the table for all in Committee to process it together.
  - 2. Commissioner Angelico spoke about the enormity of the alignment moment for CARE with Commission and the business involved with the Commission that day. They welcomed how CARE could get a bigger buy-in with the Commission in the short time they are together.
  - 3. Co-Chair McCormick said that CARE should have an in-depth discussion with just Committee before any further discussion with Commission.
- B. Discuss new CARE roster outreach
  - 1. There was talk that the real discussion needs to be about function of CARE and the strategy for said function and purpose.
  - 2. Co-Chair McCormick said that the Commission needs to be properly onboarded in their own function and equity work before they can have next step conversation to move things forward. If they do so, then CARE can be more of a gap-filler of equity and not carrying the entire load of needs.
  - 3. Executive Director Singh asked for the onboarding training for equity needs to be back on the table and happen this Spring.
  - 4. Commissioner Angelico asked that CARE recommends said training before Spring to the Commission.
  - 5. Co-Chair McCormick suggested that Commission has a conversation about growth with the Commission and what that means to focus on moving forward with the new City leadership. She mentioned that it was a pleasant surprise to her for the new Mayor to be “forward thinking” in a new administrative position made for Brian Sexton.
  - 6. Commissioner Angelico said that they want to start introducing the why of what all the votes and functions are doing with Metro Arts into every meeting and conversation.
  - 7. There were talks about the model for suggestions for future Commissioners.
  - 8. Executive Director Singh introduced talks about the edits of the new CARE intake form.
  - 9. Jon Royal, Ellen Gilbert, Co-Chair McCormick, and Commissioner Angelico recapped the process of the last time everyone was appointed to CARE.
    - a. The forms get submitted online.
    - b. CARE ranks and recommends to the Commission.



