

#### 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.
  - 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 buyin 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.
- 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.
- 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.
- 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.

- c. Commission votes on it, and then reports directly to those appointed.
- 10. CARE will look at the form and respond with thoughts via email to start the process after Friday.
- 11. Executive Director Singh will send out Bio's from the list staff have already compiled, and CARE will give feedback on that as well.

### E. Staff/Commission Report

- A. Updates on cultural planning
  - A. Executive Director Singh talked about the advocacy meeting that happened recently and what went down. Out of that conversation, multiple people and orgs felt out of place or not involved in the cultural planning process. Executive Director Singh opened it up more people to be involved before starting the cultural planning pause again. He gave a recap of where it all started with past Staff and the Pandemic scheduling and contracts and calendars up until today. They will be doing "proximity sampling" with the Cultural Planning Group.
  - B. Community member Christine Hall was present at said advocacy meeting and gave her own recap of the meeting and public conversations that happened afterwards, to give more context and opinion from her overall experience.
  - C. Co-Chair McCormick gave more context about the various advocacy organizations and what is in the ecosystem and how to move forward. After more collective discussion about said advocacy meeting, and the consensus was that CARE should be talking more with the newly organized and titled group meeting via local artists called The Arts Equity Coalition outside of the CARE and Metro Arts meetings.

#### F. Next meeting & planning

- A. Commissioner Angelico asked for a December meeting.
  - A. Hold on calendar for December 7, at 9 a.m., and Chuck Beard will check with CARE and Staff before confirming.

# G. Old/New Business

- A. Executive Director Singh gave updates on Arthur Avenue project to CARE and pressures to finish the project by June of 2024. There may be a new timeline, and others need to know full context for the project.
- B. Executive Director Singh gave updates about the administration leave HR charge with someone on Staff and having an independent panel and case.
- C. Co-Chair McCormick wants to talk about the Co-Chair function and purpose in the next CARE meeting.
- D. Fathiyah Shepard-Suso took a moment to thank Executive Director Singh for his commitment to service for the arts and inheriting a collective mess but doing a good job despite some external opinions.
- E. The meeting closed with CARE revisiting the need to talk about its function and process and purpose with Commission and Staff moving forward.

## H. Adjourn Meeting

Co-Chair McCormick adjourned the meeting at 10:35 a.m., with Ellen Gilbert seconding the motion for adjournment.