44 Human Relations Commission-At a Glance

Mission

The mission of the Metro Human Relations Commission is to protect and promote the personal dignity of all people by protecting and promoting their safety, health, security, peace, and general welfare. The commission will endeavor to carry out this mission both proactively and reactively by:

- Investigating complaints within the general services district regarding perceived discrimination
- Reviewing allegations of discriminatory misconduct by metropolitan government employees, including but not limited to employees of the police department, fire department, health department, department of codes administration, public works, metropolitan beer permit board, metropolitan development and housing agency and department of water and sewerage services, and fostering better relations between employees of metropolitan government and the people they seek to serve
- Lessening and eliminating prejudice and discrimination through educational and awareness-enhancing programs designed to promote tolerance, respect, and the value of diversity
- Proposing legislation addressing human relations issues in the general services district and enhancing the enforcement of statutes and ordinances that already exist
- Fostering mutual understanding, tolerance, and respect among all economic, social, religious, ethnic, and other community groups by working with existing educational, religious, governmental, social and community agencies

Budget Summary

	2013-14	2014-15	2015-16
Expenditures and Transfers:			
GSD General Fund	$ 436,100	$ 372,600	$ 396,100
Total Expenditures and Transfers	$ 436,100	$ 372,600	$ 396,100
Revenues and Transfers:			
Program Revenue			
Charges, Commissions, and Fees	$ 0	$ 0	$ 0
Other Governments and Agencies	0	0	0
Other Program Revenue	0	0	0
Total Program Revenue	$ 0	$ 0	$ 0
Non-program Revenue	0	0	0
Transfers From Other Funds and Units	0	0	0
Total Revenues	$ 0	$ 0	$ 0
Expenditures Per Capita	$ 0.67	$ 0.57	$ 0.59

Positions

Total Budgeted Positions	4	4	4

Contacts

Executive Director: Melody Fowler-Green email: melody.fowler-green@nashville.gov

404 James Robertson Parkway
Suite 130 37219 Phone: 615-880-3370 Fax: 615-880-3373

44 Human Relations Commission-At a Glance

Accomplishments

- The full Commission engaged in robust strategic planning that resulted in the adoption of a plan focused on Advocacy, Compliance, and Education ("ACE Plan") reflecting the core charter mission.
- Events: 1) The MHRC co-sponsored, organized, and/or hosted 16 events reaching approximately 160,000 people; 2) Over 50 Community organizations partnered with the MHRC; 3) Many events focused on: the interfaith, intercultural, Black/African American, immigrant, refugee, LGBT, religious minority, youth, student, and human rights/relations communities; and 4) A sampling of these events includes Celebrate Nashville, Nashville Pride Festival, Compassion Games, MLK Day, Stand Against Racism, African Street Festival, and Human Rights Day.
- The creation and release of the IncluCivics Diversity report analyzing diversity in the Metro government workforce. In conjunction with the report, the MHRC developed the IncluCivics online platform that provides graphical representations of up-to-date data regarding diversity within Metro government.
- The ESL Map, released in March of 2014, is being used by Nashville residents to find the English classes that best fit their needs.
- In partnership with MNPS's ELL Office and Metro ITS, the MHRC is developing "Babel Line," a phone based translation system to assist thousands of LEP families by giving them access to recorded translations/descriptions of the forms distributed by MNPS.
- The MHRC revised, streamlined, and broadened its compliance program by creating an online form for intake allowing MHRC to efficiently resolve complaints or refer complainants to another agency, and by the creation of a compliance database that will be crucial to tracking compliance cases and observing trends over time.
- The MHRC is developing NashvilleHearts.Me, an online platform that helps residents find services from nonprofits & government.
- The MHRC is working with Community Food Advocates and the Metro Transit Authority to create a mobile market, or "food bus," that will serve food deserts within the urban core and rural areas.
- The MHRC developed the HRCules Award that honors community members that are heroes for human relations.
- In partnership with Casa Azafran, Conexion Americas, Community Food Advocates, and FASHA, the MHRC developed the Paragon Urban Farm dedicated to providing healthy, affordable food for families in South Nashville.
- In partnership with Baptist Healing Trust, Vanderbilt Integrative Health Center, Metro Public Health Department, among others, the MHRC founded the Compassionate Health Coalition.

Goals

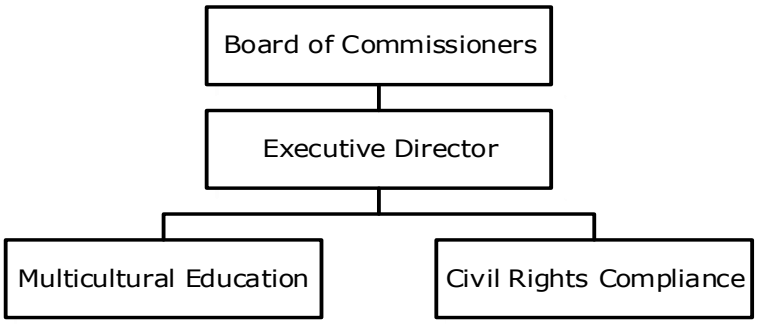
- Furthering the Commission's strategic plan and core mission, launch the Inclusion, Diversity & Equity Assessment Initiative gathering qualitative and quantitative information about human relations to educate the public and to engage in evidence-based policy recommendations. The Initiative will result, among other things, in policy briefings and an annual "State of Human Relations" report.
- Assist in planning & implementing strategies & policy recommendations of the Mayor's DAC.
- Fully implement the Babel Line system for MNPS and develop a plan to apply this system to all of Metro.
- Ensure the success of the Paragon Urban Farm and its use as a convening, community space.
- Develop a streamlined process for creating community gardens on public land.
- Implement a plan for providing multi-lingual signage in as many Metro facilities as possible.
- Launch NashvilleHearts.Me platform and make it fully operational for all residents of Nashville to use.
- Ensure that all the events we sponsor, organize, and/or host are as meaningful and impactful as possible.
- Hold a city-wide Compassion Forum that focuses on the economic and social impact of compassion.

Strategic Issues

- In order for the MHRC to fulfill its core mission reflected in the Metro Charter and the Commission's new ACE strategic plan, it has started an Inclusion, Diversity & Equity Assessment ("IDEA") Initiative, a program to gather and analyze qualitative and quantitative data to engage in evidence-based education and social policy recommendations. MHRC needs the appropriate funds to contract a professional social policy writer capable of engaging in translational social research using industry best-practices. Instead of spending upwards of $60,000 to employ an individual with the appropriate qualifications to do this work, the Commission is asking for $20,000 to pay a consultant to launch the initiative and provide advice.

44 Human Relations Commission-At a Glance

Organizational Structure



Programs

Administrative

Non-allocated Financial Transactions

Advocacy, Compliance, and Education

Advocacy, Compliance, and Education

44 Human Relations Commission-At a Glance

Budget Changes and Impact Highlights

Recommendation			Impact
Staffing Enhancement			
Salaries and Fringe Benefits	GSD	$20,000	To provide additional personnel services funding enabling the recruitment and retention of staff with the skills and educational background to engage in conflict resolution, sophisticated community organizing, data gathering and analysis
Non-allocated Financial Transactions			
Fringe Benefit Savings	GSD	(5,000)	Savings realized through reduced cost for fringe benefits
Internal Service Charges*	GSD	8,500	Delivery of centrally provided services including information systems, fleet management, radio, and surplus property
General Services District Total		$23,500	
TOTAL		$23,500	

* See Internal Service Charges section for details