

MHRC – Mission and Focus

ONE CITY FOR ALL PEOPLE

MISSION

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. The Commission's work is organized around a theme of "One City for All People."



POWERS AND DUTIES

- ▶ Metro Code (law adopted by the Metro Council)
- ▶ Executive Orders (issued by the Mayor)
- ▶ Informal Designation and Custom

POWERS AND DUTIES

Investigate Complaints of Discrimination

- ▶ Employment
- ▶ Housing
- ▶ Financial and commercial transactions
- ▶ The provision of public accommodations
- ▶ The provision of municipal services
- ▶ Educational programs and opportunities

Conduct Public Hearings, Community Forums, and Public Education

- ▶ To promote and encourage improved communication and cooperation among all groups interested in improving community relations.

POWERS AND DUTIES

Collect Data and Issue Reports on Discrimination and Human Relations

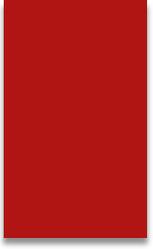
- ▶ Collect data regarding discrimination and human relations
- ▶ Investigate patterns of discrimination
- ▶ Publish various reports on the state of human relations in the city

Advise and Consult with Mayor and City Council

- ▶ Advise and consult on matters involving discrimination and to recommend to the measures designed to eliminate prejudice and discrimination and to promote tolerance and respect for diversity through Metropolitan Nashville.

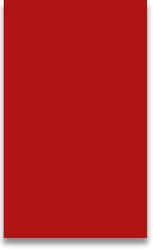
WHAT we work on

**COMMUNITIES AND TOPICS
OF SIGNIFICANT FOCUS**

- 
- ▶ Religious diversity and tolerance
 - ▶ Racial inequality and disparities
 - ▶ LGBTQ inclusion and disparities
 - ▶ Immigrant and refugee inclusion and access
 - ▶ Disability rights and access

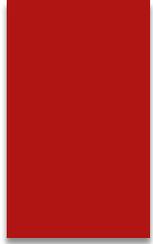
WHERE we work

**AREAS AND SETTINGS OF
SIGNIFICANT INTEREST**

- 
- ▶ **Provision of Municipal Services (Title VI)**
 - ▶ **Employment**
 - ▶ **Criminal Justice**
 - ▶ **Health**
 - ▶ **Education**
 - ▶ **Economic Policies**
 - ▶ **Civic Engagement**
 - ▶ **Housing**

HOW we work

**METHODS FOR ACHIEVING
GOALS WITHIN OUR MISSION**



On our own, or in most cases, in collaboration with schools, law enforcement, community-based organizations, businesses, academic, civic, and religious and other leaders.

- ▶ Compliance
- ▶ Ongoing Programs and Engagement
- ▶ Research and Policy
- ▶ Events

STAFF

Executive Director: Mel Fowler-Green

- All Program and Financial Management
- Policy and Strategy Lead
- Public Relations
- Compliance Lead

Director of Operations and Special Projects: Mark Eatherly

- High level office operations
- Innovation
- Event Coordination

STAFF

Director of Community Engagement: Barbara Gunn Lartey

- Events Coordination
- Public Engagement
- Commission Liaison

Director of Policy & Research: Samantha Perez

- Data Analysis
- Public Policy Research
- Public Engagement

COMPLIANCE

Discrimination Complaints

- ▶ Provide general legal information
- ▶ Resolution
- ▶ Referral

Title VI

- ▶ Training
- ▶ Assistance with annual plan
- ▶ Policy initiatives

Title VI of the Civil Rights Act of 1964

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” - 42 U.S.C. § 2000d



Title VI applies to Metro functions, facilities, operations, programs and projects that receive federal funding as well as to services provided by subrecipients that receive federal financial assistance through contracts or grants from Metro.

ONGOING PROGRAMS AND ENGAGEMENT

- ▶ Mobile Diversity Seminars (MNPD, employment recruitment, faith tours)
- ▶ Steering Committees (Alignment Nashville, Campaign to the End the New Jim Crow, American Constitution Society, Faith and Culture Center, A VOICE for the Reduction of Poverty, Chamber Report Card Committee)
- ▶ IncluCivics Platform
- ▶ ESL Map
- ▶ SOW Nashville
- ▶ BabbLine Phone Translation Platform
- ▶ Neighborhood Indicator Project

ONGOING PROGRAMS AND ENGAGEMENT

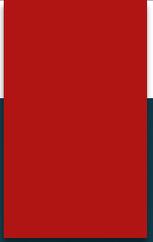
- ▶ Publishing opinion pieces and letters to the editor
- ▶ Speaking engagements
- ▶ Connecting people
- ▶ Conflict resolution and mediation

RESEARCH AND POLICY

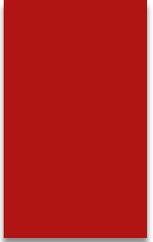
- ▶ IncluCivics (Metro, MNPS, Private Market)
- ▶ Affordable and Workforce Housing Access
- ▶ Ban the Box Ordinance
- ▶ Criminal Justice Data Analysis
- ▶ LGBTQ Self-Identification
- ▶ Language Access

EVENTS

- ▶ Celebrate Nashville Cultural Festival
- ▶ Nashville Pride Festival
- ▶ Martin Luther King Jr. Day March and related events
- ▶ Music City Iftar
- ▶ Food Day Celebration
- ▶ Annual Fair Housing Matters Conference
- ▶ Action Summit: The Cal Turner Program for Moral Leadership
- ▶ Human Rights Day Celebration



Your Role as a Commissioner



Your Role as a Commissioner

- ▶ Attend Commission meetings – first Monday of the Month (moved to second in the event of a holiday)
- ▶ Attend Commission led and supported events

Your Role as a Commissioner

Educate yourself and other Commissioners

- ▶ Read all communications from the staff and respond when needed
- ▶ Keep abreast of what the Commission staff is working on
- ▶ Read the news and be informed about issues related to our mission
- ▶ Share – directly – news and events with other Commissioners

Advocate for the Commission

- ▶ Promote the work and the goals of the Commission to Metro Council, Mayor's Office, and constituents
- ▶ Advocate for budget requests

Your Role as a Commissioner

Observe and Report:

- ▶ Represent the Commission at community-based events/meetings
- ▶ Report back insights and connections made

Expand our PR reach:

- ▶ Ask contacts to join our email list
- ▶ Share and re-post our Facebook, Twitter, and email posts with people in your circles

Your Role as a Commissioner

Volunteer:

- ▶ Lead a task force or ad hoc committee
- ▶ Lend your expertise
- ▶ Direct support for one major event or project a year
- ▶ Office support (proofreading, data entry)