



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, August 5, 2019, from 4:00 PM to 5:30 PM

Metro Office Building

800 Second Avenue South, Second Floor, Nashville Room 37209

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.

I. **CALL TO ORDER:** MHRC Board Chair, Dr. Janice Rodriguez

This meeting was called to order at 4:04p.

Commissioners in Attendance: *Maryam Abolfazli, Samar Ali, Oscar Miller, Issa Mohamed, Kobie Pretorius, Marisa Richmond, Janice Rodriguez, Davie Tucker, Jr., Irwin Venick, Chuck Yezbak*

Commissioners Not in Attendance: *Jeremy Davis, Jeff Gibson, Marcela Gomez, Lethia Mann, Erin Pryor, Linda Robinson*

Others in Attendance: *Alex Dickerson (Metro Legal), Ashford Hughes (Mayor's Office), Barbara Gunn Lartey, Mel Fowler-Green, Sarah Imran, Vanessa Lazón (Mayor's Office)*

II. **CONFIRM QUOROM**

(Share regrets from Commissioners not in attendance; introduce guests and new Commissioner)
A quorum was present.

III. **REVIEW AND APPROVAL OF MINUTES**

Comm. Ali moved to approve. Comm. Richmond seconded. The minutes were adopted.

IV. **FINANCIAL REPORT:** Executive Director, Mel Fowler-Green

E.D. Fowler-Green reviewed the financial statement included in the meeting packet. This year's budget, as last year's budget, will require savings.

V. **COMMITTEE REPORTS**

- **Ashford Hughes**, Senior Advisor, Workforce, Diversity and Inclusion Mayor's Office of Economic and Community Development
 - Ashford Hughes provided program updates regarding new policies and procedures regarding equity and compliance in the Office of Procurement.
 - Comm. Tucker inquired how Procurement has been re-envisioned to support minority-owned businesses.
 - Comm. Ali will send Hughes business contacts in the Muslim community.
 - Michelle Lane and Christopher Wood from the Procurement Office will be invited to a future MHRC Board Meeting.
 - Mr. Hughes reported that a strategic plan has been drafted to address the results and insights reflected in the Employee Satisfaction Survey.
 - Mr. Hughes offered updates on mentorship initiatives, including My Brother's Keeper and

community conversations at local barbershops.

- Outside employment approval request from Executive Director, Mel Fowler-Green
Comm. Tucker moved to approve E.D. Fowler-Green’s request to be an adjunct professor at Lipscomb University. Comm. Abolfazli seconded. The Motion was approved.
- Status of body camera purchase and implementation at MNPDP and compliance with RESOLUTION NO. RS2017-588
 - Comm. Tucker provided a status update from the community perspective, including the most recent use of force by MNPDP against a civilian captured on a body camera.
 - Barbara Gunn Lartey reported that E.D. Fowler-Green met with Marcus Floyd who explained that body cameras are still going through the Procurement process.
 - Commissioners asked for a representative from Procurement to explain the delay. E.D. Fowler-Green will follow up with Procurement.
 - Comm. Tucker requested the Commission to provide a statement or resolution addressing the delay on body cameras. Discussion ensued. Comm. Miller moved. Comm. Pretorius seconded. The Motion was approved.

VI. **OLD BUSINESS**

- Consideration of “Statement of Principles” from Nashville Rising
This matter was tabled until the next meeting.

VII. **DIRECTOR'S REPORT:** (Submitted by Executive Director, Mel Fowler-Green)

- Board Chair Rodriguez referenced the Director’s Report in the meeting packet.

VIII. **PUBLIC COMMENT**

There were no public comments.

IX. **ANNOUNCEMENTS**

- Comm. Richmond will be featured on Channel 4 to discuss the relationship between the LGBTQ community and MNPDP. She will send a link.

X. **ADJOURN**

Comm. Venick moved to adjourn; Comm. Pretorius seconded. The meeting was adjourned at 5:38p.

MHRC Priorities

Racial/Social Inequity

Affordable and Fair Housing

Law Enforcement/Policing

Title VI

Appeal of Decisions From the Metro Human Relations Commission

If you are not satisfied with a decision of the Metropolitan Human Relations Commission, you may appeal the decision by petitioning for a writ of certiorari with the Davidson County Chancery or Circuit Court. Your appeal must be filed within 60 days of the date of the entry of the Human Relations Commission’s decision. We advise that you seek your own independent legal advice to ensure that your appeal is filed in a timely manner and that all procedural requirements have been met.



If any accommodations are needed for individuals with disabilities who wish to be present at the meeting, please contact MHRC at 615-880-3370 or MHRC@nashville.gov. Requests should be made as soon as possible but at least 24 hours prior to the scheduled meeting in order for the entity to provide such needed aid or service.

August 2019 -- MHRC Director's report

Budget Update

Metro Finance has again this year instituted some austerity measures. They have reduced our budget by \$13,100. This is the same amount as last year.

I do not anticipate this having a significant impact on our services this year. With the savings from last year's budget (for the fiscal year that ended June 30) we were able to sponsor events in advance that are aligned with MHRC mission.

Ongoing Projects and Programs

| <i>Project</i> | <i>Comments</i> | <i>Relevant Dates</i> |
|---|--|------------------------------|
| Sharepoint Site | We will launch our Sharepoint site for the Commission this month. This will allow us to maintain a shared calendar and to share documents with you. | August, 2019 |
| Affordable housing educational series | The third (and final) in the series investigates the civil rights impact of market-based displacement and the demographic changes in Nashville, placing it in historical context. It will be available before the end of the month. We have received encouraging compliments and responses to the first two and expect a lot of interest in the final publication. Please share these! Also be sure to share the website where the information can be downloaded: www.housing101.us | Anticipated later this month |
| Maddox Diversity Equity & Inclusion Taskforce | Sarah is serving on the Dan and Margaret Maddox Foundation's Equity taskforce, to participate in developing a strategy for the organization to implement DEI practices. | Yearlong project |

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| <p>Title VI</p> | <p>Still working on a Metro-wide Language Access Plan and Resource Guide; met in June with the Mayor’s office, HR, and General Services.</p> <p>Restructuring Title VI reporting and training in collaboration with HR.</p> <p>In the next few months we will also update our website and make a simple training video for new employees for use by department Title VI Coordinators.</p> | <p>Meeting: to be rescheduled with Mayor’s Office</p> <p>Website update and Video anticipated release: August</p> |
| <p>IncluCivics</p> | <p>The IncluCivics platform is up and running again. Our partners at Code for Nashville have recommitted to the project and are working to update it now. You can visit the page at: www.codefornashville.org/inclucivics.</p> <p>Over the summer, we will start working on the 5 year update to the original IncluCivics report. Expected release in early Spring 2020.</p> | <p>Ongoing</p> <p>Spring 2020</p> |
| <p>Training for MNPD employees</p> | <p>Several MNPD employees (and other public employees) were recently disciplined after shaming and harassing a transgender woman on social media. As part of the discipline from the department, these employees have agreed to remedial training provided by MHRC. Vice Chair Richmond will lead the training.</p> | <p>August, 2019</p> |
| <p>State of Black Nashville</p> | <p>Collaborative initiative with various community stakeholders to address the well-being and quality of life for the African American community.</p> | <p>Embryonic Stages of Development</p> |
| <p>Urban Leaders Fellowship</p> | <p>Sarah completed a 7-week policy fellowship this summer during which she worked on a policy project on teacher diversity and language access. She will publish a newsletter describing her work.</p> | <p>Complete</p> |
| <p>Mobile Diversity Seminar (MNPD)</p> | <p>Last month we led another successful training for the cadets at the Metro Police Academy. We will publish and share the evaluations in the next couple weeks.</p> <p>We are also starting work on a long-term evaluation – to get feedback from officers who attended the seminar in the past couple of years. We intend to measure long-term effectiveness</p> | |

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| | and seek suggestions for improvement. | |
| Public Relations | Project introducing each Commissioner on website, in social media and newsletters. | Ongoing |

Events

| <i>Event</i> | <i>Comments</i> | <i>Relevant Dates</i> |
|--|-----------------|-----------------------|
| African Street Festival | Co-Sponsor | September 20-22 |
| Cultural Connections: Human Relations Awards | Lead Sponsor | October, 2019 |
| Celebrate Nashville | Co-Lead Sponsor | October 5, 2019 |
| Equity Workshop at Center for Nonprofit Management | Lead Trainers | October 22 |
| Human Rights Day Celebration | Co-Lead Sponsor | December, 2019 |
| World AIDS Day | Co-Sponsor | December, 2019 |
| Citywide Kwanzaa Celebration | Co-Lead Sponsor | December, 2019 |