



**Metro Human Relations Commission
Full Commission Meeting Minutes**

Monday, December 2, 2019, from 4:00 PM to 5:30 PM

Metro Office Building

800 Second Avenue South, 2nd Floor, Nashville Room

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 4:12 p.m.

Commissioners in Attendance: *Maryam Abolfazli, Samar Ali, Jeremy Davis, Jeff Gibson, Lethia Mann, Oscar Miller, Issa Y. Mohamed, Kobie Pretorius, Marisa Richmond, Linda Robinson, Janice Rodriguez, Davie Tucker, Irwin Venick*

Commissioners Not in Attendance: *Marcela Gomez, Chuck Yezbak, Paula Martinez, Erin Pryor*

Others in Attendance: *Mel Fowler-Green, Dustin Owens, Derrick Smith (Metro Legal)*

II. **CONFIRM QUOROM**

(Share regrets from Commissioners not in attendance; introduce guests and new Commissioner)

A quorum was achieved at the beginning of the meeting.

III. **REVIEW AND APPROVAL OF MINUTES**

Commissioner Tucker moved to approve the Minutes. Commissioner Miller seconded. The Minutes were approved and adopted.

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

There was no financial report because of Metro's IT Migration process. Budget Analyst Dustin Owens stated that they anticipate being right on budget, but that the Division of Accounts cannot complete the October Report.

V. **OLD BUSINESS**

- *Money Bail, Rule 10(B)*

E.D. Fowler-Green reminded us that we voted on this in the last meeting. She had completed the response letter, which was signed by Chair Rodriguez and Commissioner Tucker. The Judges have received it by email.

Commissioner Tucker met with Bob Cooper and others. Cooper said it was a state

issue. We are expecting to file a lawsuit. The General Sessions Judges are generally quiet, while Night Commissioners have no policy to set bond.

Chair Rodriguez asked, “what’s next?”

Commissioner Tucker replied that we are watching.

VI. **NEW BUSINESS**

- Chair Rodriguez asked about our direction for 2020. She pointed out we have Bylaws and Due Processes committees. We also have Education and Fund Raising.
- E.D. Fowler-Green pointed out that we have limited human resources and a limited budget. We have met significant goals, but we could use more human capital.
- Commissioner Abolfalzi liked our activity stances on several issues. We have pushed the envelope. We are relevant in representing voices of the community.
- Commissioner Irwin anticipates elected leaders will attempt to resolve the financial issues. Sees more to the staff in 2021.
- Commissioner Ali claimed there is window dressing and leadership is not ready to share power. Ashford Hughes’ report showed 92% of Metro leaders are white men. What are we doing to share power representatively? What are our values? We have a platform here. How can we use it effectively?
- Commissioner Tucker agreed that this is a platform and we should say things. He discussed affordable housing. We can make a difference, and cited the recent transgender training issued pushed by Commissioner Richmond.
- Commissioner Pretorius said she speaks back to white immigrants. The Commission allows her to address suburban constituents.
- E.D. Fowler-Green stated that we have supported the COB and we meet with them regularly. There is a very good working relationship with Phyllis Hildreth.
- Commissioner Miller said we need to invite more in for hearings to hold people accountable.
- Commissioner Ali asked are we in agreement on what our mission statement means?
- Commissioner Gibson pointed out the Shelby Bottoms retreat produced several priorities. Maybe we need another retreat to figure out what we can do.
- E.D. Fowler-Green replied that she will look for a venue, date, and facilitator.
- Commissioner Tucker urged that we need to keep pushing policy positions.

- Commissioner Robinson said we need to publicize our wins through op-eds and other means.
- E.D. Fowler-Green pointed out that the MHRC Fund Board could provide for a Communications consultant.
- Commissioner Tucker asked if we could earmark funds for operations.
- Dustin Owens replied that such monies would have to go into the Metro General Fund.
- Commissioner Ali said we need to learn what is allowed in fundraising.
- E.D. Fowler-Green said that she would work with Attorney Smith on clarifying that.

VII. **DIRECTOR'S REPORT**

E.D. Fowler-Green reviewed the report that was included in the meeting packet.

VIII. **PUBLIC COMMENT**

Abram Siegel-Rivers said he was encouraged by MHRC. He always felt that he did not belong. He is working on a project called the *Coalition and Holiday: One Day Nashville*. There is a conference call on January 26, 2020. Text, oneday to 615-800-3122, for more information.

IX. **ANNOUNCEMENTS**

Chair Rodriguez reported groundbreaking for the new facility for TIRRC is this Saturday.

X. **ADJOURN**

The meeting adjourned at 5:47pm.

MHRC Priorities

Racial/Social Inequity	Affordable and Fair Housing	Law Enforcement/Policing	Title VI
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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.

December 2019 -- MHRC Director's report

Budget Update

The budget migration is still evolving. We have not had any significant expenditures in the last month,

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.	In Process
Nashville Rising	The Nashville Rising Coalition was successful in getting the "Community Covenant" passed unanimously in Metro Council. Now we will continue to work with our partners in operationalizing the commitments in the covenant. Of greatest interest is the adoption if an equity lens for city budgeting, particularly the capital improvement plan.	On-going
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
Title VI	Still working on a Metro-wide Language Access Plan and Resource Guide. Need to meet with the Mayor's Office post-transition. Restructuring Title VI reporting and training in collaboration with HR. 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.	Meeting: to be rescheduled with Mayor's Office Website update and Video anticipated release: Spring 2020

IncluCivics	<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>The 5-year update to the original IncluCivics report is currently being contemplated for 2020 release.</p>	<p>Ongoing</p> <p>Spring/Summer 2020</p>
State of Black Nashville	Collaborative initiative with various community stakeholders to address the well-being and quality of life for the Black community in Nashville.	Ongoing
Commissioner Spotlight	Marketing project introducing each Commissioner on website, in social media and newsletters.	Ongoing
Consumer Protection Initiative	Funded by a grant managed through the Mayor's Office. We will provide support by evaluating complaints and initiating requests for conciliation with parties.	Anticipate announcement soon
Inclusive Health Insurance Policy for Metro	Comm. Marisa Richmond and M. Fowler-Green are working with the Mayor's Office and Metro Human Resources on policy recommendations for improvements to the health insurance plan. The goal is to ensure that the plan is inclusive of all health needs of transgender employees and family members.	Ongoing

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Affordable Housing Workshop/Presentation	Led by M. Fowler-Green; at American Baptist College	December 7
World AIDS Day Annual Luncheon	Co-Sponsor; Remarks by B. Gunn-Lartey; Fisk Jubilee Hall	December 5, 2019 – 12noon
Human Rights Day Celebration	Co-Lead Sponsor; First Amendment Center	December 10, 2019 – 6:00pm

Election 2020 Think Tank	Facilitation by B. Gunn-Lartey	December 16, 2019 – 9:00am	
Citywide Kwanzaa Celebration	Co-Lead Sponsor	December 26, 2019 – January 1, 2020	
MLK Day 2020	Co-Sponsor	January 20, 2020	Joy Reid, <i>Keynote</i>