



Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, September 9, 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 4:04 p.m.

Commissioners In Attendance: *Maryam Abolfazli, Jeff Gibson, Lethia Mann, Oscar Miller, Issa Y. Mohamed, Kobie Pretorius, Erin Pryor, Marisa Richmond, Janice Rodriguez, Davie Tucker, Irwin Venick, Chuck Yezbak*

Commissioners Not In Attendance: *Samar Ali, Jeremy Davis, Marcela Gomez, Linda Robinson*

Others In Attendance: *Alex Dickerson, Mel Fowler-Green, Barbara Gunn-Lartey, Sarah Imran, Vanessa Lazón, Unnamed Member of the Public*

II. **CONFIRM QUOROM**

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

III. **REVIEW AND APPROVAL OF MINUTES**

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

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

There is no financial report because Metro Government has adopted a new system. E.D. Fowler-Green noted that there are no extraordinary expenses. There was a savings of \$1,700 from FY 2019.

V. **OLD BUSINESS**

- Update re MNPB Body Camera Contract and Implementation
 - E.D. Fowler-Green reported that the cameras will be implemented in phases. She will continue to monitor this matter. E.D. Fowler-Green also noted that she will continue to consult with Commissioner Davie Tucker, appointed by the MHRC Board to monitor the body camera implementation and the COB Chair.
- Commission Discussion / Reflections from meeting on August 5, 2019, re Update on Projects, Policies and Initiatives by **Ashford Hughes**, Senior Advisor, Workforce, Diversity and Inclusion Mayor's Office of Economic and Community Development
 - Chair Rodriguez asked if there were additional comments or insights.

- Comm. Pretorius noted that the Commission should continue to ensure that policies regarding equity and inclusion are implemented. Several Commissioners supported this position. E.D. Fowler-Green added that perspective from constituents—including activists and advocates—Boards and Commissioners will have an impact. She also noted that she will focus on the momentum of MHRC priorities, such as the Language Access Plan.
- Chair Rodriguez inquired about the status of providing a document that informs the Commission about projects and programs. E.D. Fowler-Green responded that she is exploring how Commissioners can access SharePoint as a resource.
- E.D. Fowler-Green suggested a Commissioner Retreat / Strategic Plan in the near future.
- Consideration of “Statement of Principles” from Nashville Rising
 - E.D. Fowler-Green referred to the Statement of Principles (also known as the Community Covenant) and its related Resolution. These documents were included in the meeting packet. Fowler-Green asked Commissioners to weigh in on whether the Board should publicly support this initiative.

Comm. Venick reported that the Covenant represents the consensus of a broad constituency of activists, activates, community representatives, and elected officials. The primary objective is to address the inequitable allocation of Metro resources. Commissioner Venick strongly encouraged the Commission to adopt the Covenant.

Chair Rodriguez asked if there is a motion to support the Covenant. Comm. Venick moved to support the Covenant and any relevant resolution. Comm. Tucker seconded. The motion was adopted.

VI. **NEW BUSINESS**

- State of Black Nashville – introduction and status (Barbara Gunn Lartey and Sarah Imran)
 - Barbara and Sarah referred to the summary in the packet. Comm. Pryor inquired about data analysis. She requested that relevant data sets be shared with the Commission.
 - Comm Pryor suggested that the Commission consider structured questions that focus group participants can anonymously answer in advance. She will email a sample to the staff.

VII. **DIRECTOR'S REPORT**

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

- She highlighted the third edition of the Housing Booklet, adding that it is also available on the Commission website as a PDF.
- E.D. Fowler-Green plans to attend the emergency COB meeting on Wednesday, September 11, 2019. This meeting will be at the Sonny West Conference Room, Howard School Building, 4:00 p.m. - 6:00 p.m.
- E.D. Fowler-Green acknowledged Comm. Richmond for facilitating a training with MNPD employees for publicly shaming a member of the trans community. Comm. Richmond noted that she appreciated this experience and the participation of LGBTQ liaison Nakia Reid.
- Comm. Pryor wants to explore expanding the MDS. E.D. Fowler-Green noted that she supports this idea, adding that our ability to do this compromised by capacity.

VIII. **PUBLIC COMMENT**

There were no public comments.

IX. **ANNOUNCEMENTS**

- Comm. Richmond requested that the Commission solicit volunteers to table at our various events.
E.D. Fowler-Green said we will send an email to that effect.

X. **ADJOURN**


Comm. Tucker moved to adjourn the meeting. Comm. Richmond seconded. The meeting was adjourned at 5:40 p.m.

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.

Budget Update

We conserved \$1,700 for FY 2019. Because of the accounting system migration by the Office of Finance, there is no budget report for this meeting.

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
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. Please share these! Also be sure to share the website where the information can be downloaded: www.housing101.us	Done and Delivered!
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; met in June with the Mayor's office, HR, and General Services. 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: December

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 update on the 5 year update to the original IncluCivics report is currently being contemplated.</p>	<p>Ongoing</p> <p>Spring 2020</p>
Training for MNPDP employees	<p>Several MNPDP 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.</p> <p>Co facilitated by Commissioner Marisa Richmond and representatives from the Nashville trans community, this training was well-received by participants.</p>	August, 2019
State of Black Nashville	Collaborative initiative with various community stakeholders to address the well-being and quality of life for the African American community. Please see attached summary.	Seminal meetings with co-facilitators have begun.
Mobile Diversity Seminar (MNPDP)	<p>Last month we led another successful training for the cadets at the Metro Police Academy. Please see attached Post-Survey.</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 and seek suggestions for improvement.</p>	
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, 2019	
Human Rights Day Celebration	Co-Lead Sponsor	December 10, 2019	Meetings have begun.
World AIDS Day	Co-Sponsor	December, 2019	
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>