

EQUITY & INCLUSION



Partnering for an Equitable and Inclusive Nashville

Nashville is home to pioneers who charted the course for a civil rights movement that changed a nation. Since that time, Nashville has grown and its identity has changed as much as its population. Equity and inclusion for all Nashvillians now encompasses issues of race, religion, nationality, ethnicity, sexual orientation, disability, gender, age, and wealth. New challenges have been met by Nashvillians who have again launched advocacy, awareness, and inclusion initiatives worthy of emulation. As Nashville thrives, the mandate to ensure that all Nashvillians share equally in, and have access to, the benefits of its growth is even more compelling. Nashville's strength depends upon shared prosperity and the participation of all community members in policymaking decisions.

The Equity and Inclusion Background Report commends the policies and programs that Metro Government and Nashville non-profits, for-profits and individuals have taken to further our historic commitment to inclusion. The Background Report proposes two key initiatives to ensure that Nashville continues to make opportunity available to all –

1. the creation of a public-private partnership to undertake projects and programs dedicated to equity and inclusion, including
2. the creation of an Inclusivity Index to annually evaluate Nashville's success in inclusivity, to guide planning decisions and to evaluate our progress in achieving equity.



The Partnership could undertake several initiatives to aid in workforce development and inclusionary practices, to reduce disparities, and to promote cross-cultural understanding in pursuit of Nashville's historic mission. Initiatives that diversify the management of Nashville businesses, extend public transportation routes and hours of operation through Nashville and Middle Tennessee, and conduct community-based public forums for ongoing inter-cultural and inter-faith dialogue are examples.

An annual report with results from the Inclusivity Index can demonstrate in which areas Nashville is succeeding in inclusionary policies and practices, where there are existing programs and projects to emulate, and where more work is needed. Examples of potential research are presented on the other side of this flyer, and highlight the varied factors involved in assessing equity and inclusion issues.

The fulfillment of the Partnership's mission and tracking of the Inclusivity Index will be significant pioneering steps in achieving equity and inclusion as Nashville continues to thrive in the 21st Century. As we look into the future of our city and our region, it is imperative that we be thoughtful and innovative about how we realize the full potential of all Nashvillians. Our whole city will be stronger when everyone can fully participate and contribute.