



Metro Human Relations Commission's IncluCivics Report on 50 Metro Government Departments - December 2020

Executive Summary

In March 2014, the Metro Human Relations Commission began to study various reports regarding diversity in Metro Government. After conducting a study of the Title VI report, the EEO4 report, and the annual diversity report submitted to Metro Council by each Metro department, the MHRC then conducted an internal analysis. This analysis involved studying demographic data on Metro employees to assess how representative Metro employees are of the city and county they serve, by race, ethnicity and gender.

Some of the salient findings of the 2015 report by MHRC were as follows:

- While the Black employee population is generally reflective of the Black community in Nashville, that population is not evenly distributed across departments. Black employees are overrepresented in some departments, while being underrepresented in others.
- Black employees are underrepresented in the income brackets above \$40,000 while White employees are overrepresented in the income brackets above \$40,000.
- There is a significant lack of Hispanic/Latinos and Asian/Pacific Islanders within Metro Government.
- More than half of all Metro departments do not have any employees that are Hispanic/Latinos or Asian/Pacific Islander.

IncluCivics 2020:

The 2020 report is an updated report to assess any significant changes since the initial report was conducted five years ago. This report is a thorough analysis of demographic data of Metro employees from 2015 – 2019. This report finds that while there have been slight improvements in the diversity and pay parity in Metro departments since 2015, the progress has not been substantial. The MHRC views it as an opportunity to further strengthen hiring practices in Metro to ensure that Metro government reflects and represents the communities it serves.

Salient findings of the IncluCivics Report 2020:

All Employees Over Time:

- Average Salaries
 - General salaries have gone up from 2015 to 2020, but the gap between Whites and all other races remain relatively stagnant. On average, White employees remain the highest paid workers compared to all other races.
 - The biggest average salary gap is between Hispanic and White employees, but the gap between Black and White employees is not far behind.
 - Female employees are on average more likely to be paid less than male employees.
- Employee Demographics
 - The number of Hispanic, Asian, and American Indian employees have increased over time, while the number of White and Black employees have decreased.
 - The number of male employees remains to be about three times more than the number of female employees.

Employees hired from 2015 to 2019:

- Average Salaries
 - The salary gap between White employees and employees of all other races appear to be generally decreasing.
 - The average salaries of newly hired male and female employees are mostly equal after 2015.
- Employee Demographics
 - Hispanic workers are the most underrepresented employees compared to the national average, while Black workers are overrepresented compared to the national average.
 - The percentages of male and female employees hired after 2015 are becoming more equal over time, with female employees hired in 2019 only being three percent lower than parity.

All Employees by Department:

- Compared to the city average, White and Black employees are overrepresented in the most departments. The other races are underrepresented in most of the departments. Hispanic employees tend to be the most underrepresented.
- The median salary of all departments is higher than the median salary for individual workers in the U.S. When also separated by race and ethnicity, a handful of departments' median salaries are under the national estimate of the median salary for individual workers.