

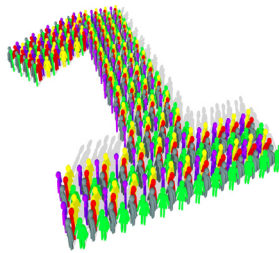
EQUITY & INCLUSION

DID YOU KNOW?

- » Nashville desegregated its Downtown in 1962, two years before the passage of the Civil Rights Act of 1964.
- » 40% of Nashville's African-American children live in poverty, compared to 21% of white children.
- » There are 117 different languages listed as students' first languages in Metro Schools.
- » Between 2000 and 2010, the number of immigrants in Tennessee's workforce increased by 91%, making the foreign-born workforce 6% of the State's total workforce.
- » Bhutanese began arriving in Nashville in 2008 and are quickly becoming one of the largest refugee populations.
- » 12% of Nashville's population growth can be attributed to refugee resettlement.
- » The New American Advisory Council was formed in 2009 by Mayor Dean to advise the city on issues of immigrant integration.
- » The demand for home and community-based services for seniors and adults with disabilities in Nashville will increase because of an aging population.
- » Nashville was the first Tennessee city to pass a Non-Discrimination Ordinance prohibiting discrimination on the basis of sexual orientation or gender identity in employment practices.

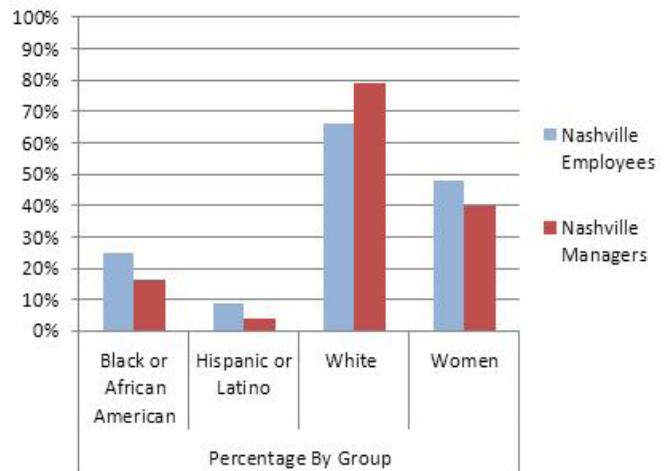


“But if we do not speak for ourselves, who will speak for us?” -- Remziya Suleyman, daughter of Kurdish immigrants and raised in Nashville

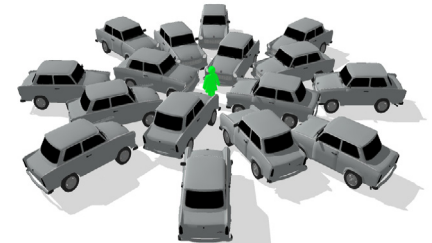


Women and ethnic-racial minorities are statistically underrepresented among Nashville managers.

Nashville is ranked as one of the friendliest cities in the U.S.



Imagine trying to find services you need without speaking English or having a car.



“In America, not having a car is like not having feet.”
--Shekhar Kanal, Bhutanese refugee in Nashville

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.