

Table of Contents

1

Budgeting through an Equity Lens

2-11

Using Data through an Equity Lens

12-22

Workforce through an Equity Lens

23-35

Engaging Communities through an Equity Lens

36-47

BUDGETING THROUGH AN EQUITY LENS

FY 2026 Budget Equity Tool

Office of Diversity, Equity, and Inclusion | Finance Department

FY2026 BUDGET EQUITY TOOL

1

Provide a brief programmatic overview of the fiscal year 2026 budget modifications and overall strategic goals.

2

Provide a brief description of any budget modifications that will specifically advance equitable outcomes for residents or have a direct impact on socially vulnerable populations.

3

Provide a brief description of any budget modifications that are intended to promote diversity, equity, and inclusion among department staff.

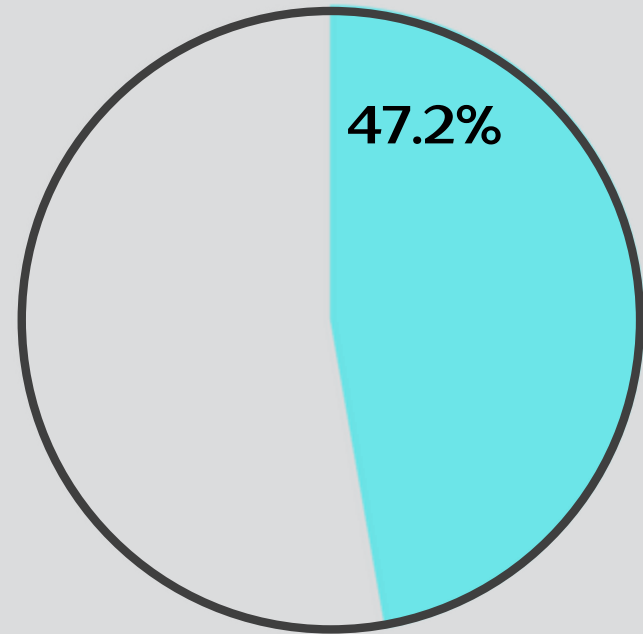
4

Provide a brief description of any budget modifications that will enhance departmental community engagement efforts or access to government services.

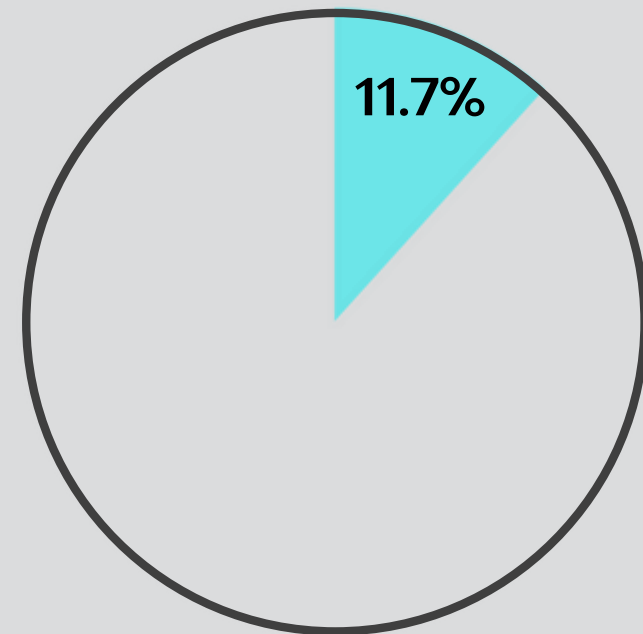
5

List any remaining budget modifications that do not have a direct or clear equity impact.

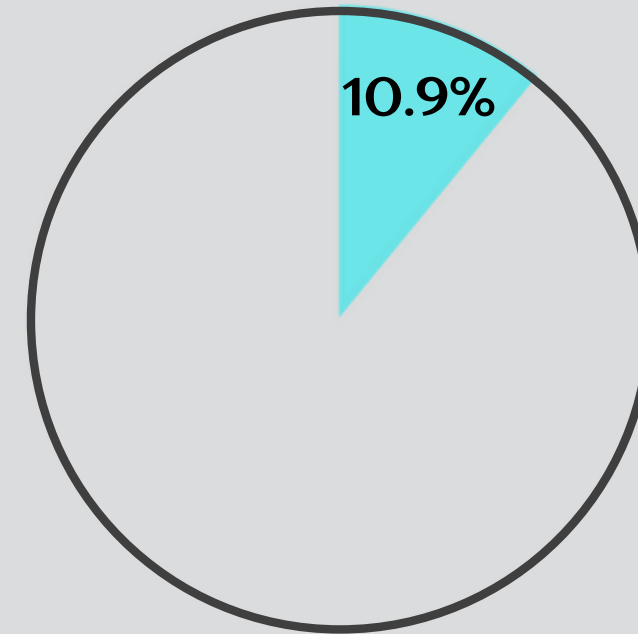
WHY DOES IT MATTER?



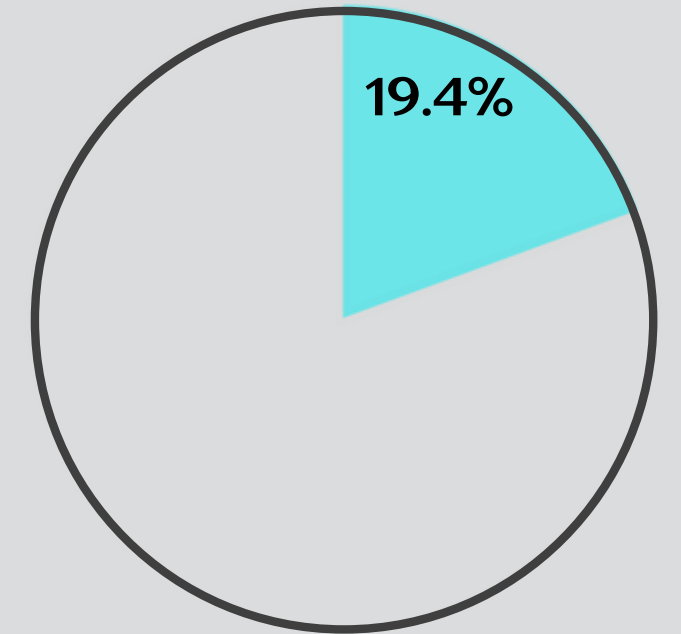
Living in renter-occupied units



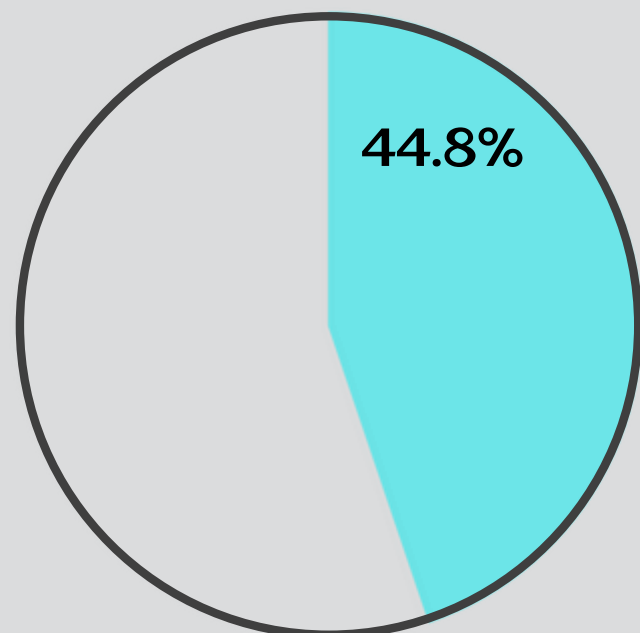
At or below the poverty line



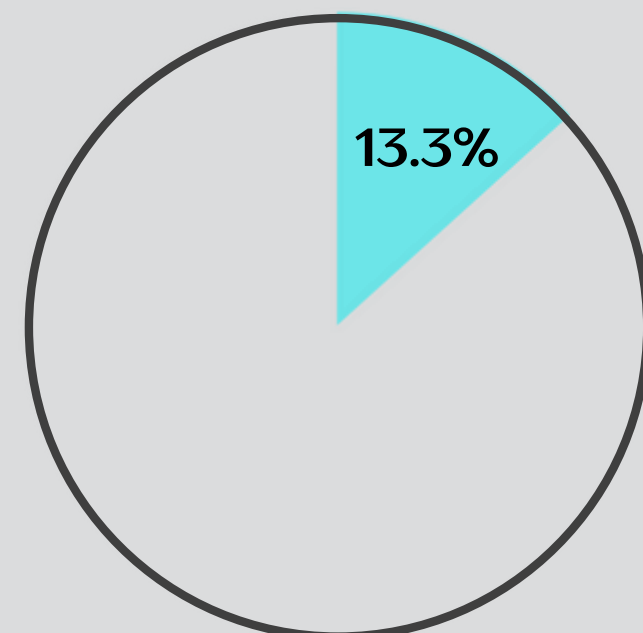
With a disability



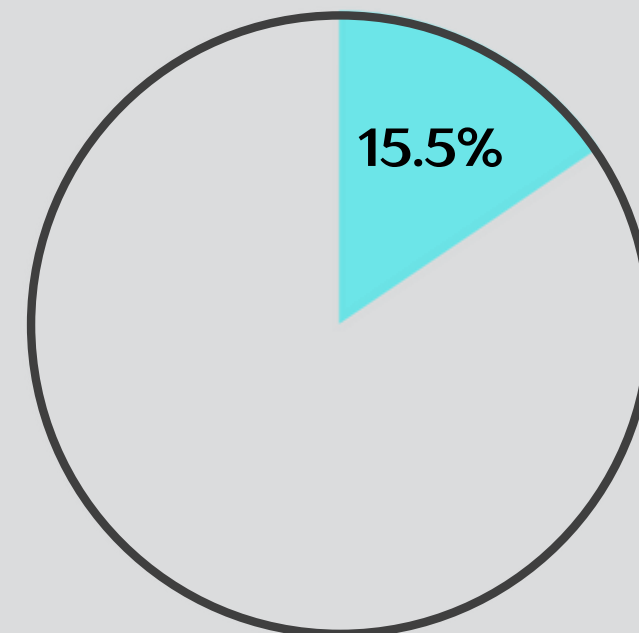
Speak a language other than English



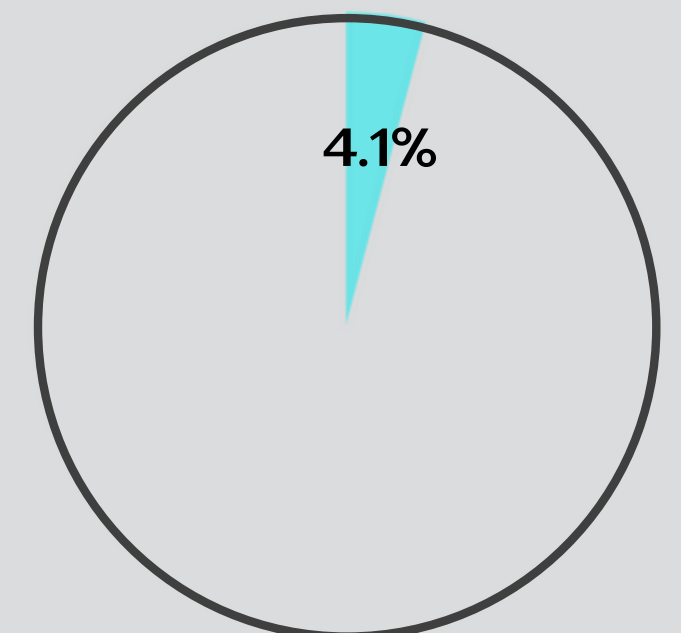
Identify as a racial minority



Over the age of 65



Are born outside of the U.S.



Use public transportation, bike, or walk to work



Economic

limited access to quality jobs and fair wages, alongside discriminatory lending practices that hinder pathways to wealth building

Social



discrimination in social settings and a lack of representation in media, leading to the popularization and weaponization of harmful stereotypes



Educational

unequitable school funding, resulting in higher dropout rates and less access to college readiness resources

Legal



issues like racial profiling, disproportionate incarceration rates, and insufficient legal representation leading to unequal access to justice



Healthcare

disparities in health outcomes and mortality rates, higher chronic illness rates, and overall poorer access to healthcare services

Workplace



discrimination in hiring, promotions, and pay and an overall lack of accommodations for people with disabilities



Housing

redlining and discriminatory zoning laws that restrict where socially vulnerable groups can live and own businesses and unequal access to public housing and welfare services

Political



voter suppression tactics like strict ID laws and gerrymandering and underrepresentation in political offices that results in being left out of decision-making processes

SYSTEMIC BARRIERS FACED

TARGETED RESPONSE THROUGH THE BUDGET

Example

A school district provides additional tutoring, counseling, and learning materials to students from low-income families, students who are not native English speakers, or those with learning disabilities.

EQUITY

Equity means acknowledging and addressing past and present structural inequalities that advantage some and disadvantage others. To achieve equal outcomes when distributing resources, equity focuses on leveling the playing field by 1) addressing past or current disparities and 2) considering the different circumstances and specific needs of each individual.

EQUALITY

Equality means treating everyone as if their experiences are exactly the same, regardless of their background, circumstances, or needs. To achieve equal outcomes when distributing resources, equality focuses on uniformity by 1) ensuring everyone receives the same amount of support, and 2) applying a one-size-fits-all approach to create uniform access for all individuals.

Example

Every student in the district receives the same amount of tutoring or educational resources, regardless of whether they come from a disadvantaged background, face language barriers, or have learning disabilities.

EQUITY FOCUSED BUDGET REQUESTS



Temporary Relief

Payment deferment programs can positively impact specific groups of residents like senior citizens, low-income individuals, and even business owners.



Transportation Discount

Offering parking validation or bus vouchers increase both residents' and employees' access to services and can address any lack of access to transportation.



Language Access

Bilingual employees not only represent the diversity of the city, but also open up communication channels with and address the needs of specific populations.



No specific equity focus

Purchasing more equipment can improve access to and deployment of services overall, but equitable placement of the equipment can address any gaps in service.

PLANNING FOR EQUITABLE OUTCOMES

What populations are impacted/ targeted by this program, and are any community partners involved in program development/ deployment?

How has the program adapted to evolving administration and community priorities?

Are there community priorities emerging that this program no longer addresses effectively? If so, are there other measures in place to address those?

How will the program adapt when there are limited resources?

Is this program expected to expand, remain stable, or be completed within a set timeframe?

What tools, data, or other monitoring resources will be/are used to gauge the program's effectiveness?

What are the projected staffing or resource allocation needs for this program over the next 3 years?

How does this program compare to similar programs in other departments or communities in terms of proposed impact? Does it replicate existing programs?

Focus on specific, measurable outcomes

Health request: Reduce emergency room visits related to mental health crises by 25%, and reduce arrests due to mental health-related incidents by 20%

Provide evidence for budget modifications

Education request: interviews with students point to lack of affordable ACT prep as major factor in low scores. Expanding school curriculum to incorporate ACT prep will improve scores and open college opportunities

ASSESSING THE EQUITY IMPACT

Include clear equity goals and metrics

Transit request: Target socially vulnerable groups for a 30% increase in ridership and 15% reduction of wait times. If unmet, adjust routes, increase outreach, and expand discounts

Use other municipalities as case studies

Housing request: equitable housing practices in peer city resulted in decreased displacement rates for residents. Request will adopt a similar strategy to combat gentrification and protect our city's diverse cultures and communities

NEXT STEPS

Start conversations about equity within your department and the execution of its mission.

Revisit the Budget Equity Tool to gauge progress being made.

Continuously look for ways to integrate equitable practices into your department.

Utilize the Office of DEI to assist your department in achieving its equity goals.

View our other Budget Equity Tool training modules on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

QUESTIONS?

Sneh Pravinkumar Patel

Policy and Research Manager
sneh.patel@nashville.gov

Vanessa Abbott

Policy and Research Specialist
vanessa.abbott@nashville.gov

Michelle Boudreaux

Administrative Services Officer
michelle.boudreaux@nashville.gov

All training modules, presentations, and information related to the Budget Equity Tool are available on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

USING DATA THROUGH AN EQUITY LENS

FY 2026 Budget Equity Tool

Office of Diversity, Equity, and Inclusion | Finance Department

FY2026 BUDGET EQUITY TOOL

1

Provide a brief programmatic overview of the fiscal year 2026 budget modifications and overall strategic goals.

2

Provide a brief description of any budget modifications that will specifically advance equitable outcomes for residents or have a direct impact on socially vulnerable populations.

3

Provide a brief description of any budget modifications that are intended to promote diversity, equity, and inclusion among department staff.

4

Provide a brief description of any budget modifications that will enhance departmental community engagement efforts or access to government services.

5

List any remaining budget modifications that do not have a direct or clear equity impact.

INSIGHT

INFORMATION

DATA

Disaggregated Data:

Data that has been broken into smaller social and economic indicators.

DATA

```
graph TD; A[DATA] --> B[DISAGGREGATED DATA]; B --> C[DISAGGREGATED DATA];
```

DISAGGREGATED DATA

- Race or Ethnicity
- Gender
- Household Income
- Age
- Educational Attainment

DISAGGREGATED DATA

- Minority Status
- Housing Cost Burden
- Under 17 and over 65 age groups
- English Language Proficiency
- Lack of access to a private vehicle or internet access

Better Bus Explorer



2015 Buena Vista Pike, Nashville, Tennessee..

Search the map

Travel time

AM Weekday | **Midday Weekday** | Evening Weekday | Weekend

Show the area accessible within

45 minutes

Better Bus

From start

Access to **190k jobs** **113% ↑**

Select an end to see trips

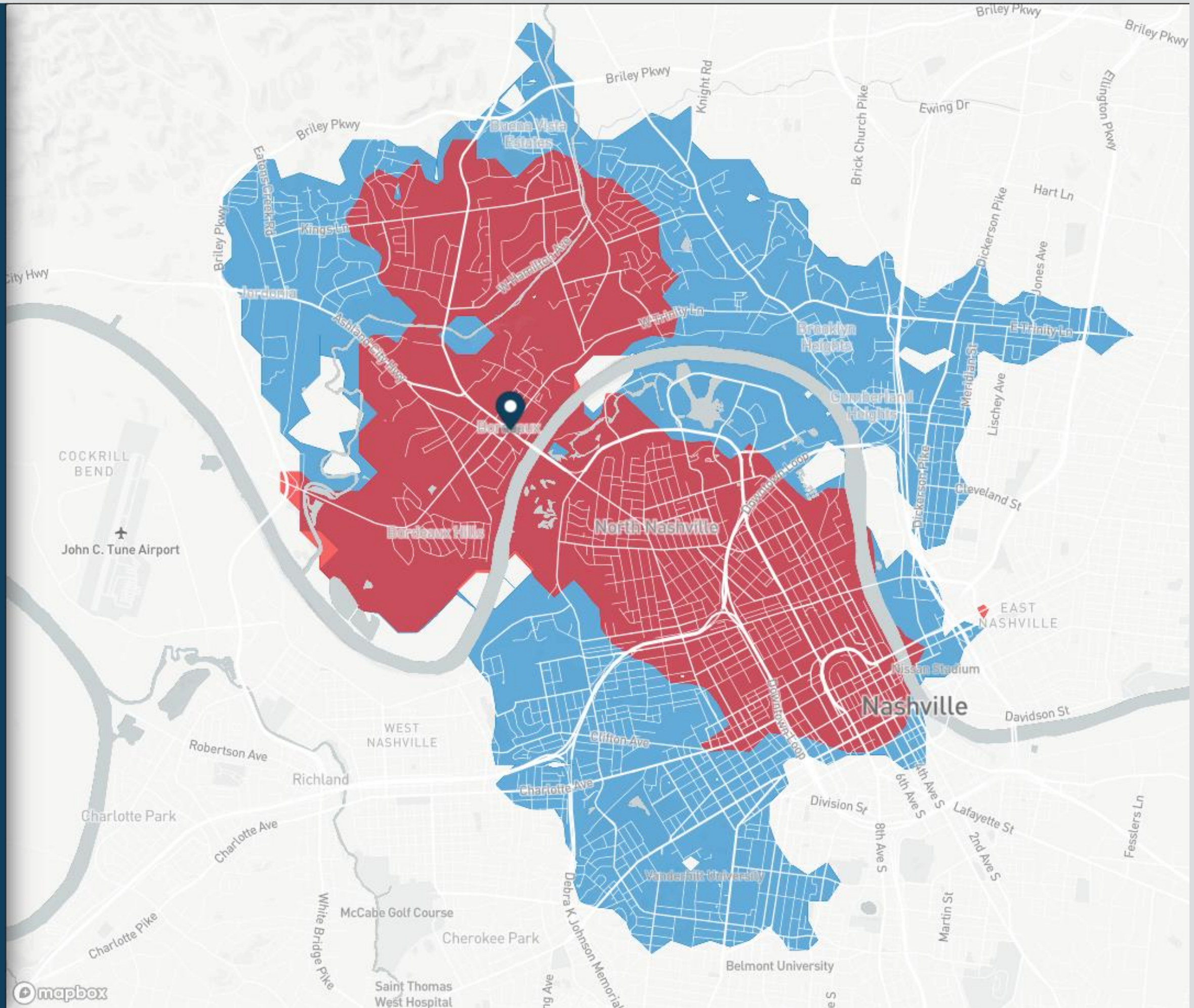
Existing

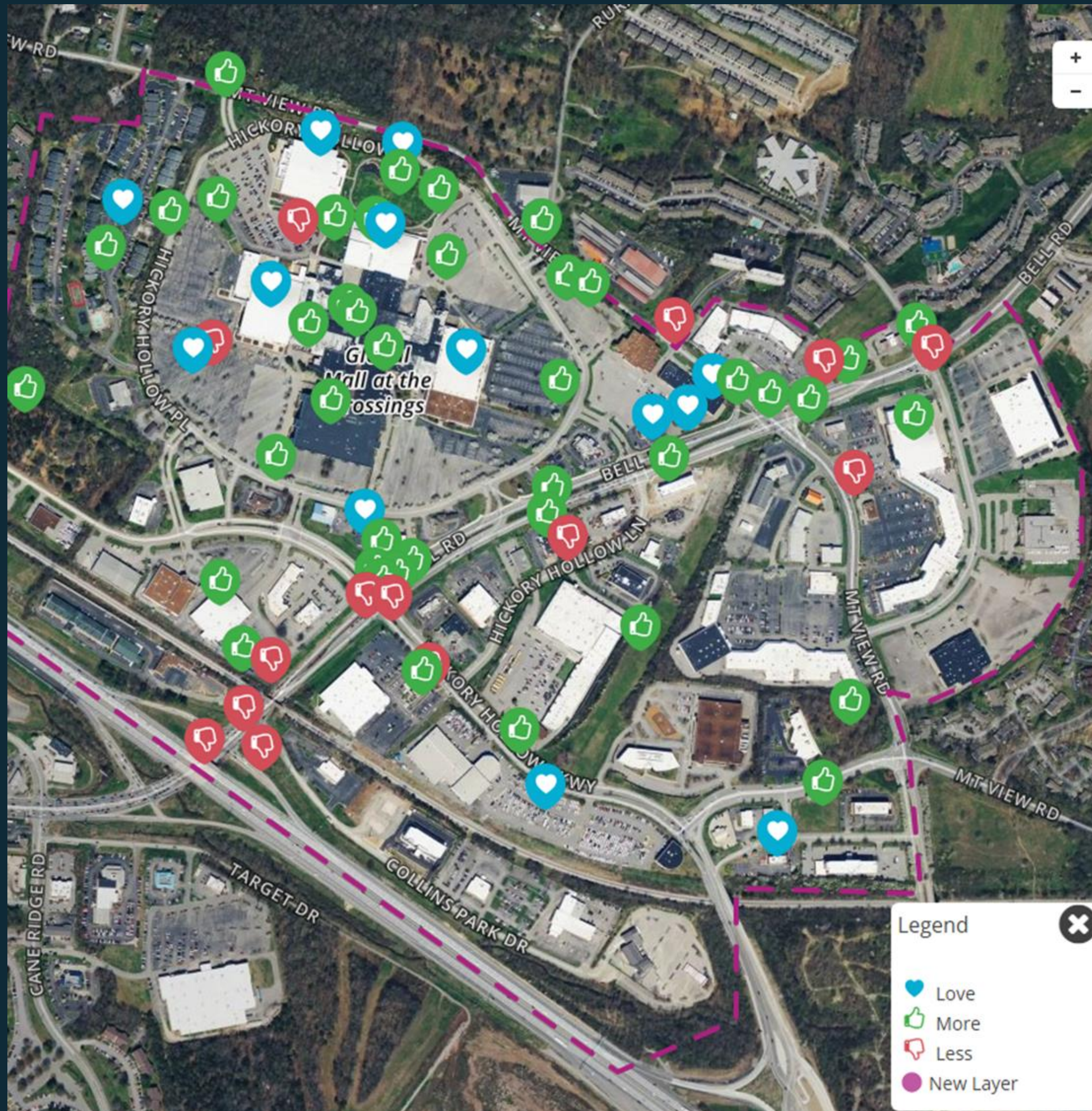
From start

Access to **88k jobs**

Select an end to see trips

site made by conveyal





I love that the new building recently built here pulls the building up to the sidewalk and puts all the parking in the other side. Unfortunately, the entrances are still around back by the parking lot, so I wish we could have more building front the road and open to pedestrians.

Like (4) | Dislike



There's no pedestrian connection to get to the other side of these railroad tracks or the other side of I24. I've walked through these underpasses to get to Casa Fiesta on the west side of I24 a couple of times and it's terrifyingly unsafe.

Like (19) | Dislike (1)






I love the new super wide sidewalk that was built on Bell Rd. I wish it would extend past Hickory Hollow Pkwy to connect to the other side of I24.

Like (6) | Dislike (1)



Legend

-  Love
-  More
-  Less
-  New Layer

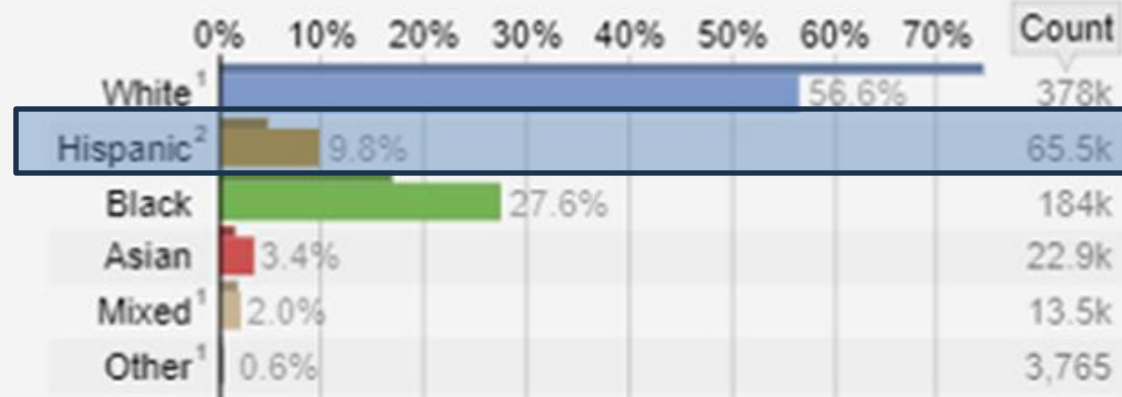
Race and Ethnicity

#1

Percentage of the total population.

Scope: population of Tennessee and Davidson County

Davidson County Tennessee



Count number of members in ethno-racial group

¹ non-Hispanic ² excluding black and Asian Hispanics

Age and Sex

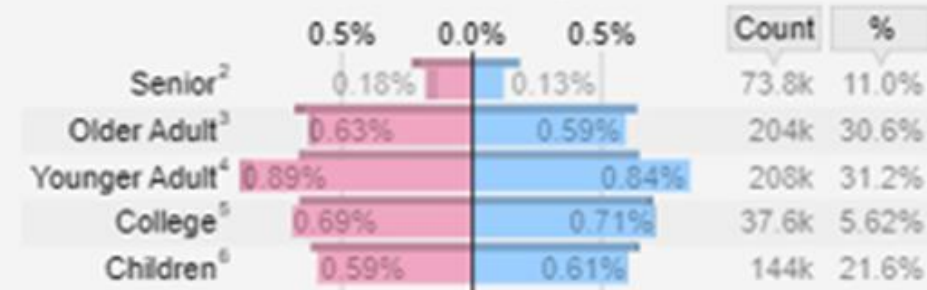
#2

Percentage in each age cohort per year of age.¹

Scope: population of Tennessee and Davidson County



Shaded bar tips show excess over facing bar.



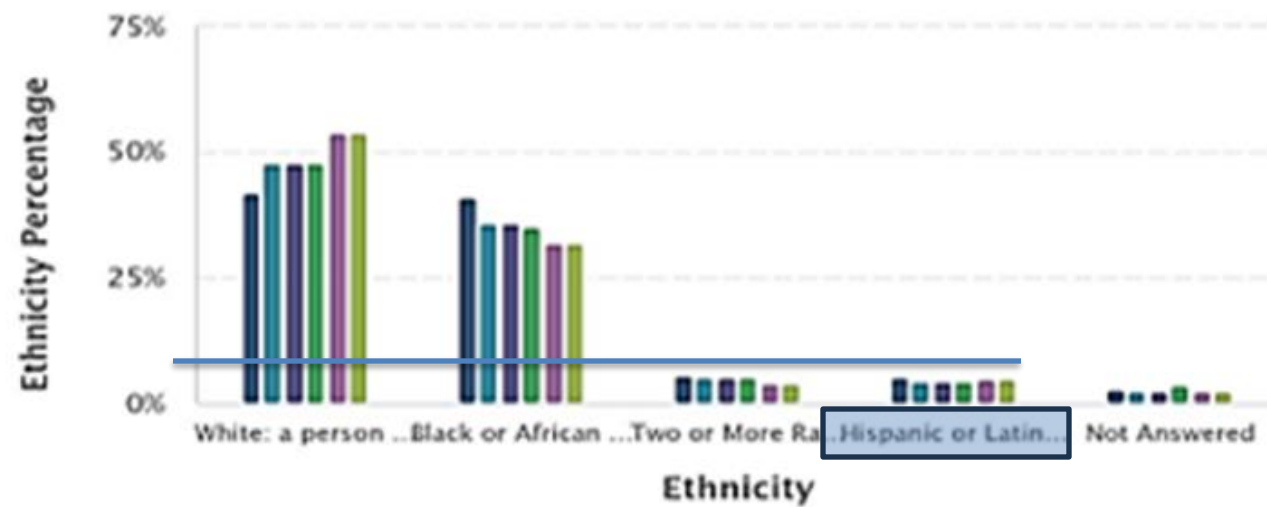
Count number of people in age cohort

% age cohort as a percentage of the total population

¹ normalized with respect to the number of years in each interval ² 65+
³ 40-64 ⁴ 22-39 ⁵ 18-21 ⁶ 0-17

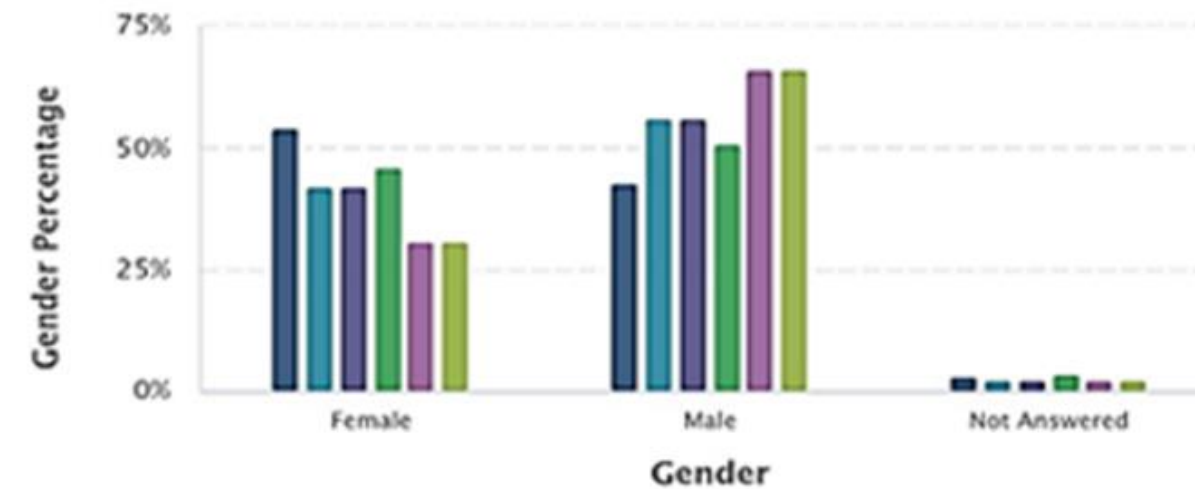
Candidates by Ethnicity

Applied Eligible Referred Interviewed Offered Hired



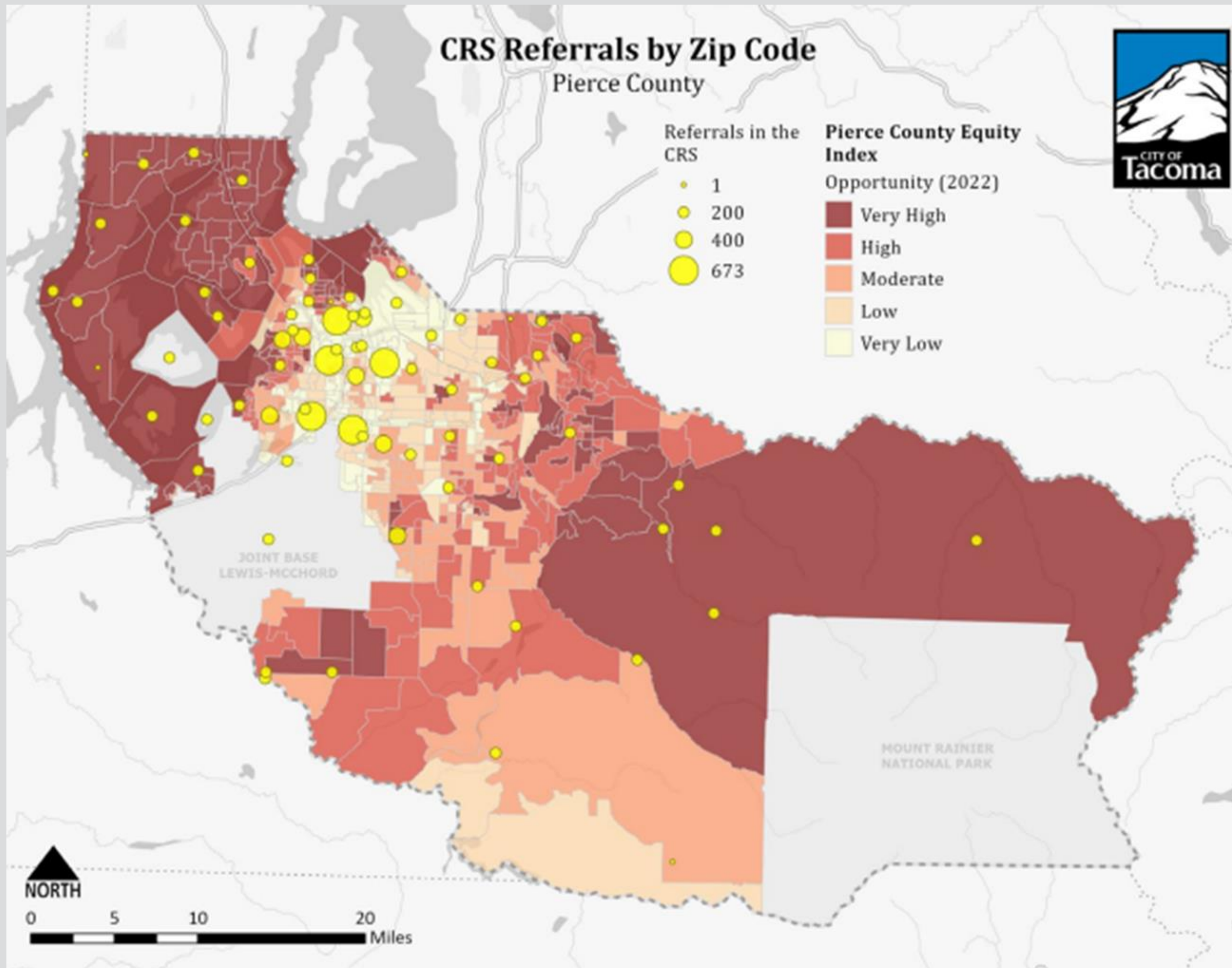
Candidates by Gender

Applied Eligible Referred Interviewed Offered Hired



CRS Referrals by Zip Code

Pierce County



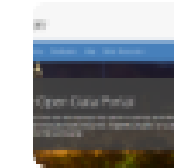
Data Collection Resources

- The Center for Disease Control's **Social Vulnerability Index** is a place-based, database, and mapping application used to identify and quantify communities experiencing social vulnerability.
- The **Davidson County Demographic Atlas** is a series of maps that display key demographic indicators across Nashville and Davidson County and is updated yearly with the latest census data.
- The **City Health Dashboard** is a dashboard with over 40 measures of health and drivers of health created by the Department of Population and Health at NYU Langone Health and the RFW School of Public Service at NYU.

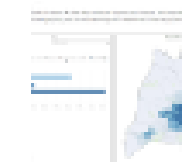
Metro Sources



**Davidson County
Demographic Atlas**



Nashville Open Data Portal



DEI Office Equity Dashboards

External Sources



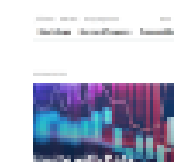
Social Vulnerability Index



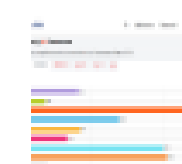
Racial Equity GIS Hub



American Community Survey




**US Census Bureau Data
Equity Tools**



National Equity Atlas



PolicyMap



**Home | City Health
Dashboard**

NEXT STEPS

Start conversations about equity within your department and the execution of its mission.

Revisit the Budget Equity Tool to gauge progress being made.

Continuously look for ways to integrate equitable practices into your department.

Utilize the Office of DEI to assist your department in achieving its equity goals.

View our other Budget Equity Tool training modules on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

QUESTIONS?

Sneh Pravinkumar Patel

Policy and Research Manager
sneh.patel@nashville.gov

Vanessa Abbott

Policy and Research Specialist
vanessa.abbott@nashville.gov

Michelle Boudreaux

Administrative Services Officer
michelle.boudreaux@nashville.gov

All training modules, presentations, and information related to the Budget Equity Tool are available on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

WORKFORCE THROUGH AN EQUITY LENS

FY 2026 Budget Equity Tool

Office of Diversity, Equity, and Inclusion | Finance Department

Workforce Diversity Team | Metro Human Resources

FY2026 BUDGET EQUITY TOOL

1

Provide a brief programmatic overview of the fiscal year 2026 budget modifications and overall strategic goals.

2

Provide a brief description of any budget modifications that will specifically advance equitable outcomes for residents or have a direct impact on socially vulnerable populations.

3

Provide a brief description of any budget modifications that are intended to promote diversity, equity, and inclusion among department staff.

4

Provide a brief description of any budget modifications that will enhance departmental community engagement efforts or access to government services.

5

List any remaining budget modifications that do not have a direct or clear equity impact.



EMPLOYEE EQUITY THROUGH THE BUDGET

CHALLENGES METRO FACES AS AN EMPLOYER

Metro keeps growing

- Metro's workforce continues to grow as the county's population growth stalls
-

Metro is changing

- In addition to increase demands, Metro departments, are also seeking workforce that will meet present day demands of the county
-

Inequities persist

- Inequities exist in benefits, salaries, and opportunities for promotion

EMPLOYEE INVESTMENTS

How Metro departments use their budget to invest in employee equity



What role do Metro employees have in addressing equity?

Increasing staff is the preferred strategy to addressing the needs of underserved populations and to diversify the staff.



How are departments investing in staff?

Departments requested to fund employee travel to conferences and training opportunities, support their professional development, and increase staff salaries outside of the pay plan.



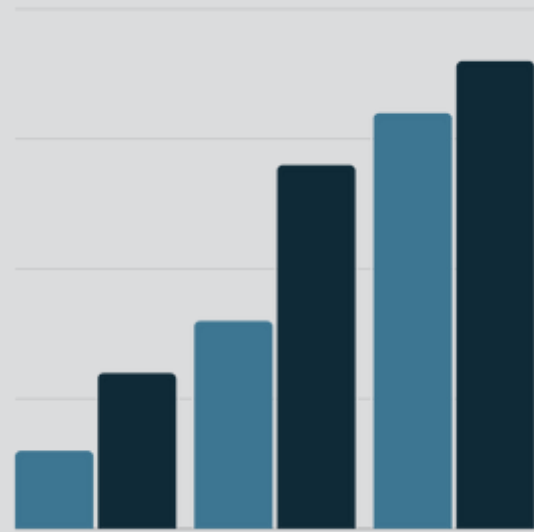
Service and Demand

Departments cited an increased demand in services and local population as driving the requests for more employees.



WORKFORCE
DIVERSITY
EFFORTS

DEI- FOCUSED RECRUITMENT



Understand the demographics of your department compared to the availability in Davidson County.



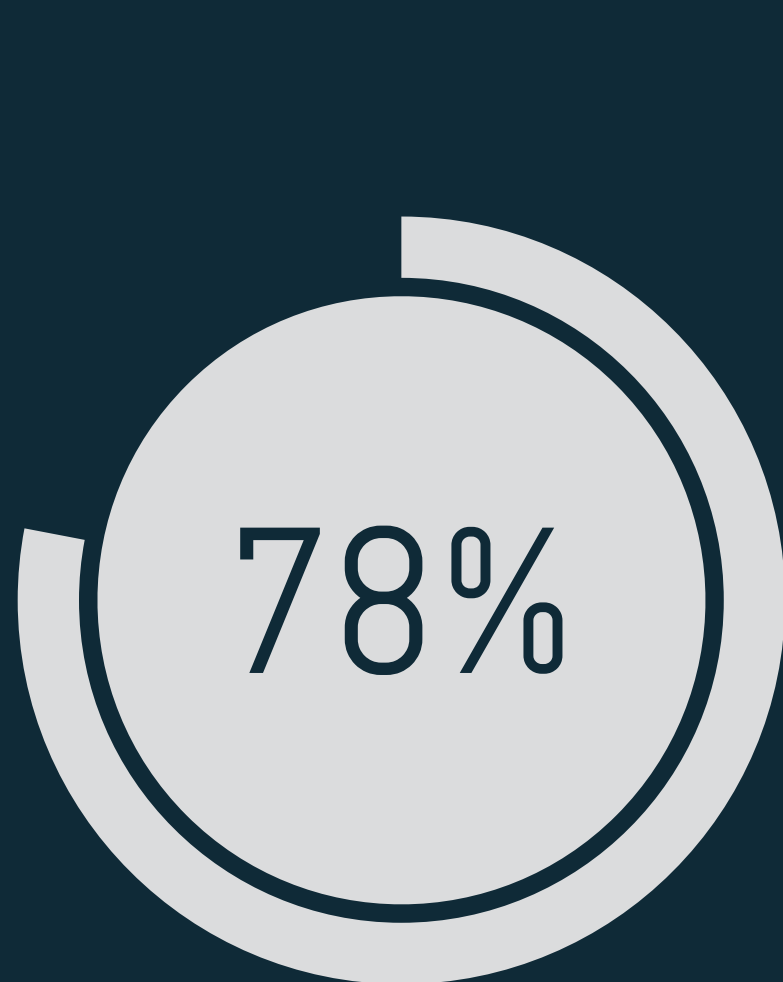
Adjust your approach, cast a wide net, and partner with relevant organizations like:

- Higher Education Institutions that serve historically marginalized students within a 250 mile radius
- Nonprofit Organizations that champion minority issues
- Diverse Sororities and Fraternities

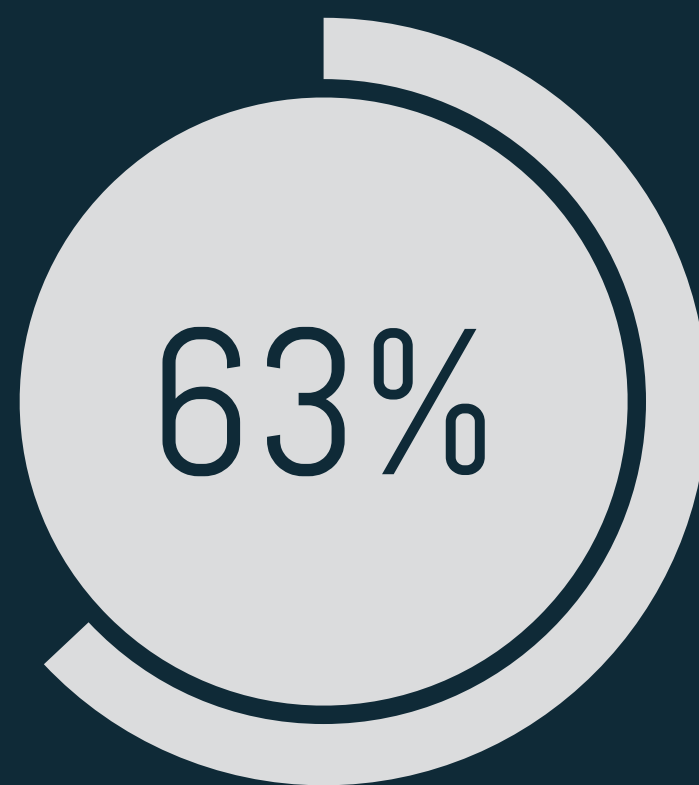


Utilize search strings on platforms to identify diverse talent and meet hiring needs

JOB SEEKERS TOP PRIORITIES



Pay Transparency



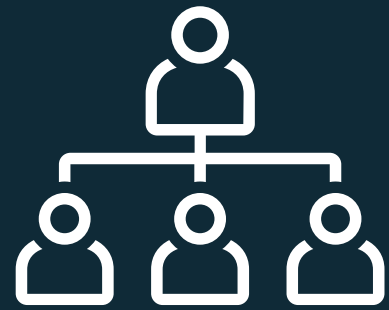
Value alignment



Diverse leadership team

DEI FOCUSED RETENTION

Employee retention is defined as an organization's ability to hold on its employees



Respectful
treatment of
employees at all
levels



Compensation/pay



Trust between
employers and
senior management



Opportunities to use
their skills and
abilities at work.



Job security

METRO WIDE RETENTION TRENDS

- Strong retention from on-boarding to year three of employment
- Retention of employees after year three decrease
- Retention is consistent between age, race, and gender
- Attrition is consistent across age, race, and gender

DEI-FOCUSED TRAINING

Equipping our employees with tools to effectively navigate and embrace difference and be aware of the impact of bias is essential for both DEI and organizational progress.

CONSCIOUS
INCLUSION &
UNCONSCIOUS
BIAS

Thought
provoking

Useful

Essential



NEXT STEPS

Start conversations about equity within your department and the execution of its mission.

Revisit the Budget Equity Tool to gauge progress being made.

Continuously look for ways to integrate equitable practices into your department.

Utilize the Office of DEI to assist your department in achieving its equity goals.

View our other Budget Equity Tool training modules on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

QUESTIONS?

Sneh Pravinkumar Patel

Policy and Research Manager
sneh.patel@nashville.gov

Vanessa Abbott

Policy and Research Specialist
vanessa.abbott@nashville.gov

Michelle Boudreaux

Administrative Services Officer
michelle.boudreaux@nashville.gov

**Workforce Diversity
Division**

workforcediversity1@nashville.gov

All training modules, presentations, and information related to the Budget Equity Tool are available on the Office of Diversity, Equity, and Inclusion's [**SharePoint site**](#).

ENGAGING COMMUNITIES THROUGH AN EQUITY LENS

FY 2026 Budget Equity Tool

Office of Diversity, Equity, and Inclusion | Finance Department

FY2026 BUDGET EQUITY TOOL

1

Provide a brief programmatic overview of the fiscal year 2026 budget modifications and overall strategic goals.

2

Provide a brief description of any budget modifications that will specifically advance equitable outcomes for residents or have a direct impact on socially vulnerable populations.

3

Provide a brief description of any budget modifications that are intended to promote diversity, equity, and inclusion among department staff.

4

Provide a brief description of any budget modifications that will enhance departmental community engagement efforts or access to government services.

5

List any remaining budget modifications that do not have a direct or clear equity impact.

Better Decision Making

Policy makers can make informed decisions that focus on the needs, opinions, and visions of local communities.

Ensures Inclusivity

Systematic barriers to participation and decision making are addressed or dismantled



IMPACTFUL
COMMUNITY
ENGAGEMENT

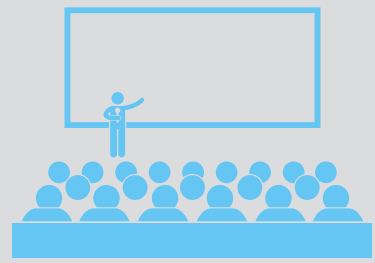
More Resilient Neighborhoods

Communities can shape policies and services that not only impact their every day lives but also shape their future.

Enhances Trust

Multiple stakeholders are brought into the decision-making process giving more communities power to make decisions that impact their lives

CONNECTING WITH COMMUNITIES



Inform

Present information through town halls, open house, or websites



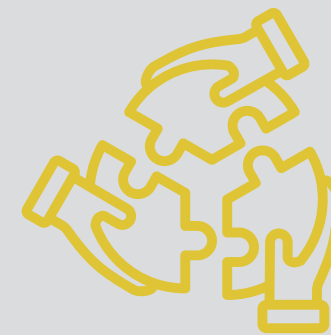
Consult

Feedback through focus groups, public comments, public polls



Involve

Strengthen goals, preferences, or alternatives through advisory boards or groups



Collaborate

Partner in goal setting and decision-making through processes like participatory budgeting



Empower

Have communities lead goal-setting and decision making through community driven decision making

LANGUAGE ACCESS

Language Access

The practice of ensuring that those with Limited English Proficiency (LEP) or those with certain disabilities can understand and access services.

Both Title VI of the Civil Rights Act of 1964 and the American with Disabilities Act of 1990 dictate equal opportunities for both populations.

Language access is an important aspect of making sure departments are accessible and effectively engaging Nashville's communities.

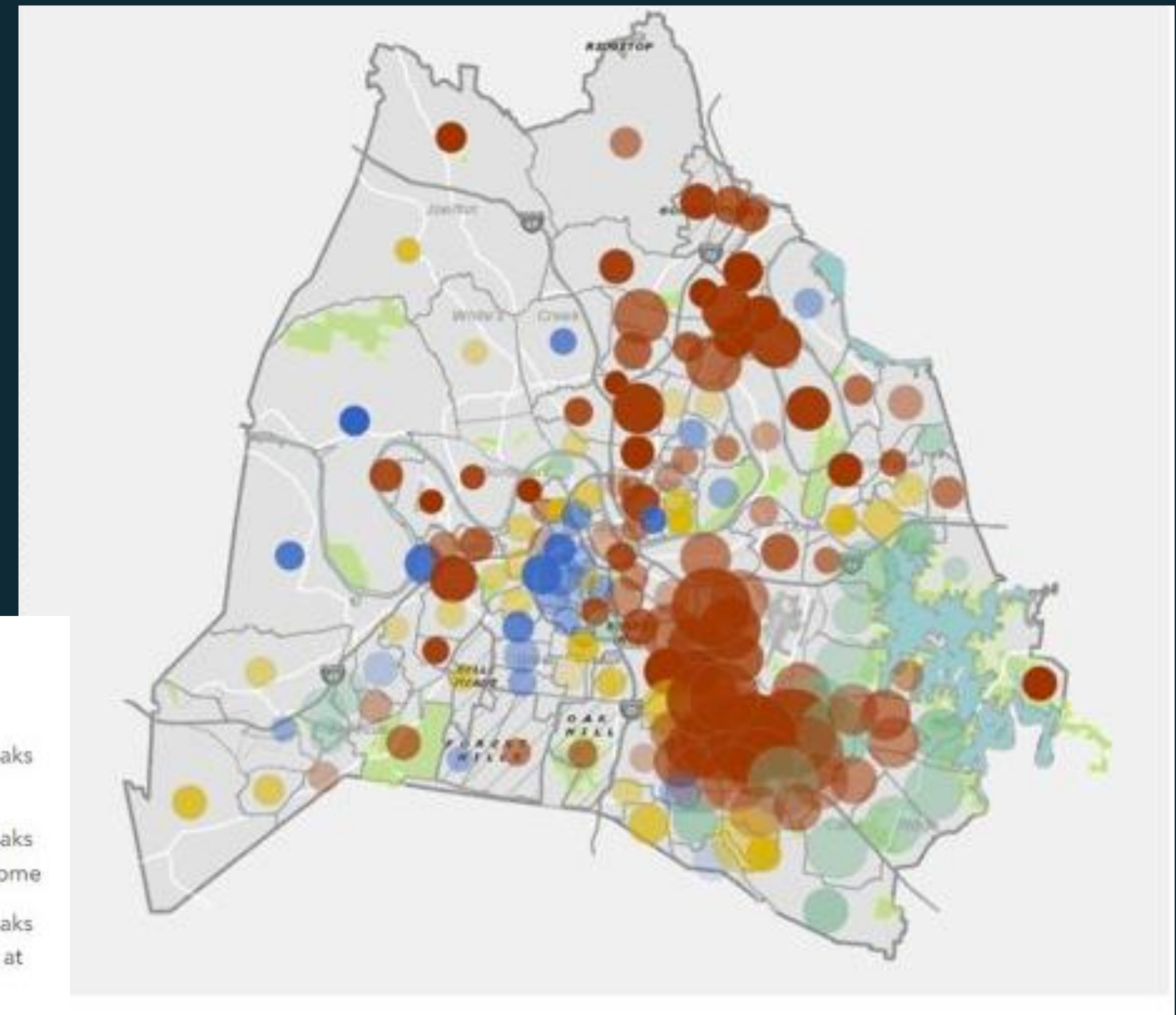
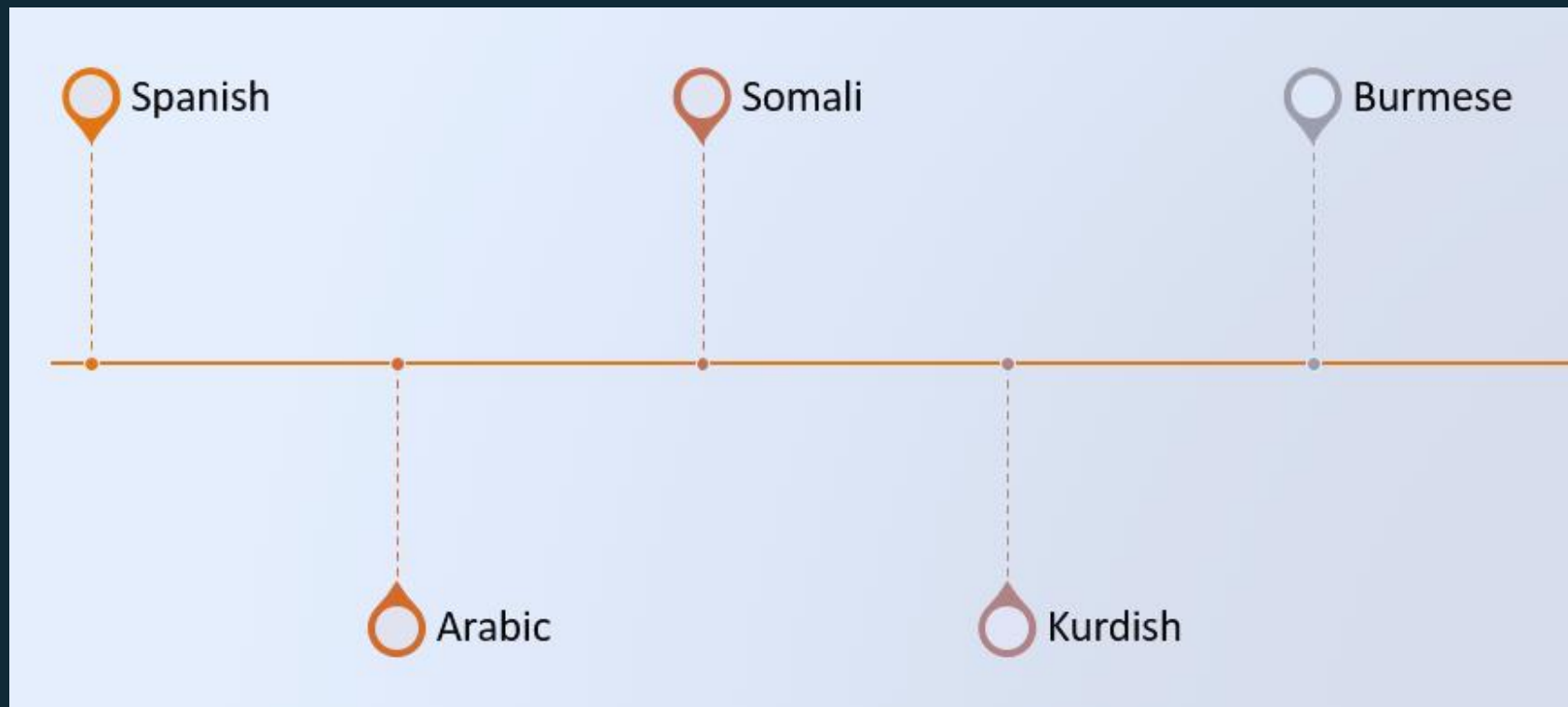
INCLUSIVE COMMUNICATION

```
graph TD; A[INCLUSIVE COMMUNICATION] --> B[INCREASED ACCESS TO SERVICES AND INFORMATION]; B --> C[FULLER CIVIC PARTICIPATION];
```

**INCREASED ACCESS TO SERVICES AND
INFORMATION**

FULLER CIVIC PARTICIPATION

METRO'S LANGUAGE LANDSCAPE



AMERICAN COMMUNITY SURVEY 5 YEAR ESTIMATES –
LANGUAGE SPOKEN AT HOME

RESOURCES AND BEST PRACTICES

Metro Resources



**Metro Human
Relations Commission**



Phone Interpretation



In-person Translation



Written Translation

Best Practices



Proactive Communication

Know the language needs in the community and be proactive in addressing these needs



Informed & trained staff

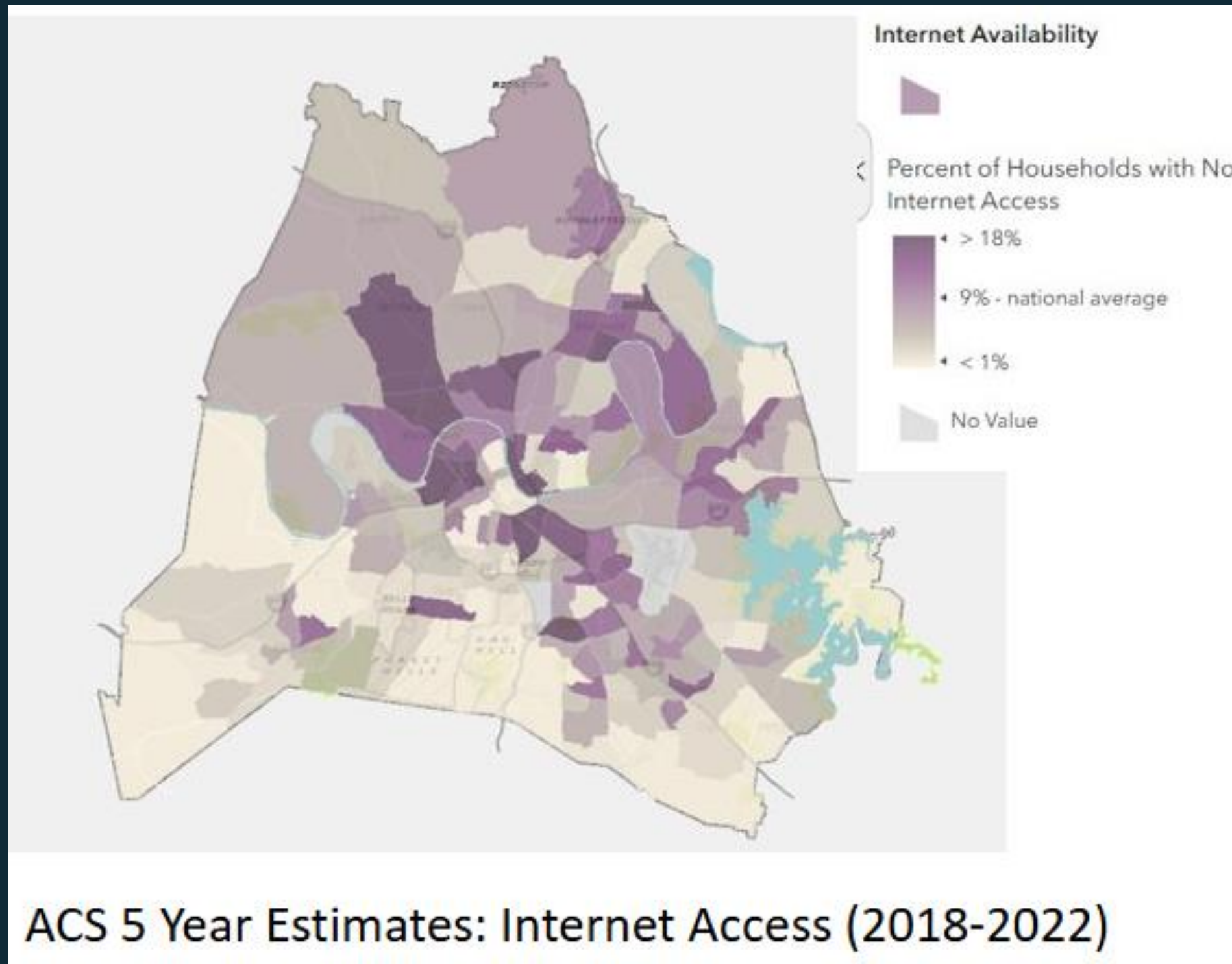
Equip staff with the necessary training and resources



Assessment & feedback

Create channels for the community to provide feedback on language access efforts

BRIDGING THE DIGITAL DIVIDE



Technology is changing

- As technology changes and becomes ingrained in our processes, people may get left behind.

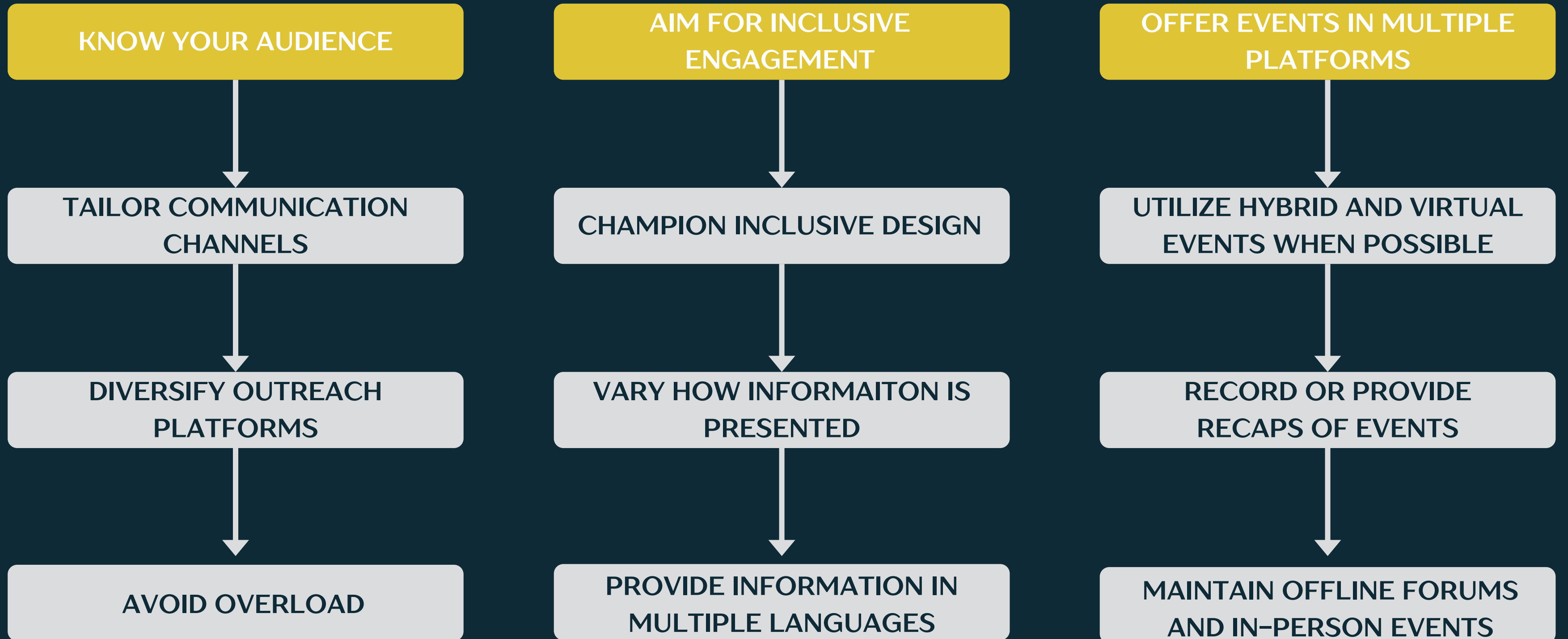
Communication is changing

- As we continue to digitize our communications and resources, communities without access cannot keep up.

Engagement **SHOULD** be changing

- When engaging with communities, we need to meet people where they are by recognizing how and when to use technology effectively.

BEST PRACTICES



OTHER WAYS TO BE ACCESSIBLE



Take steps to ensure that your department is ensuring access for people with disabilities

Take into account how those without a private vehicle might better access your department

Ask if department engagement sessions are happening at times that are convenient for residents

NEXT STEPS

Start conversations about equity within your department and the execution of its mission.

Revisit the Budget Equity Tool to gauge progress being made.

Continuously look for ways to integrate equitable practices into your department.

Utilize the Office of DEI to assist your department in achieving its equity goals.

View our other Budget Equity Tool training modules on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).

QUESTIONS?

Sneh Pravinkumar Patel

Policy and Research Manager
sneh.patel@nashville.gov

Vanessa Abbott

Policy and Research Specialist
vanessa.abbott@nashville.gov

Michelle Boudreaux

Administrative Services Officer
michelle.boudreaux@nashville.gov

All training modules, presentations, and information related to the Budget Equity Tool are available on the Office of Diversity, Equity, and Inclusion's [SharePoint site](#).