

A scenic view of the Nashville skyline at dusk, featuring the AT&T Building and other skyscrapers. In the foreground, there is a red, abstract sculpture resembling a DNA helix or a stylized 'S' shape. The scene is set on a waterfront promenade with wooden benches and a metal railing.

Metro Nashville Equity Pledge

Metro Nashville Office of Diversity Equity and Inclusion



Definitions

Diversity: Difference

Can include life experiences, learning , work style, personality type, race, socio-economic status, class, gender identity, sexual orientation, country of origin, ability, traditions and perspectives, as well as cultural, political, religious, and other affiliations.

Inclusion: The intentional act to include difference

Creating environments in which any individual or group is welcomed, respected, supported, and valued, with opportunity to fully participate.

Equity: Outcomes not determined by difference

Eliminating difference-based (race, gender, etc.) outcome gaps so that these differences do not predict one's success, improving outcomes for all. This approach centers on those who are historically marginalized and moves from a service-based approach toward focusing on policies, institutions and structures.



Why You're Here: Keeping Equity at the Forefront

1

Changing Neighbor Demographics

"By 2040, we expect to have no majority race or ethnicity [in Nashville]." "Historically, African-American and Hispanic Nashvillians have lower homeownership rates and worse health outcomes. They live in lower performing school zones and have lower graduation rates." It is crucial that we work together to address these disparities in equity.

Excerpts from "A General Plan for Nashville & Davidson County"
Nashville Next, 2015

2

Leveraging Our Leadership Capital

With an ever changing political landscape, Nashville requires strong leadership, committed to eliminating disparities for businesses, employees and community members through a commitment to equity.

3

Convening Leaders and Equity Champions

Community leadership is key to shared accountability for the goal of equity and for holding government accountable to staying the course on our Metro Nashville equity journey.



Mission & Vision for Metro Office of Diversity Equity & Inclusion

Mission

Metro Government strives to reflect the diversity of the Nashville community in its hiring practices, contracting and economic development opportunities, and through the delivery of equitable programs, services, and policies by engaging best practice equity and inclusion techniques.

Vision

Metro Government is at the forefront of equity in governance. All city leaders set the standard for demonstrated commitment to equity by leveraging diversity, cultivating inclusion, measuring and ensuring equitable outcomes for all of its residents.



Diversity & Inclusion Assessment SWOT

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Strengths

- Employee Benefits & Employer Brand
- Leadership Commitment to D&I
- Employee Commitment to City Service
- Respect among employees is strong overall

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Opportunities

- Community Partnerships
- Fast growing diverse market
- Department successes across Metro
- Achievement of the Mayor's D&I Vision

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Weaknesses

- Lack of Fairness & Equity appears in African American, Native American, transgender, disabled, and 5 20+ year tenured groups
- Growth & Development Opportunities
- Manager Feedback & Skills across lines of differences
- Overall Representation of Women & People of Color is low compared to other gender and racial groups within Metro Nashville
- Retention of Women & People of Color
- Accountability

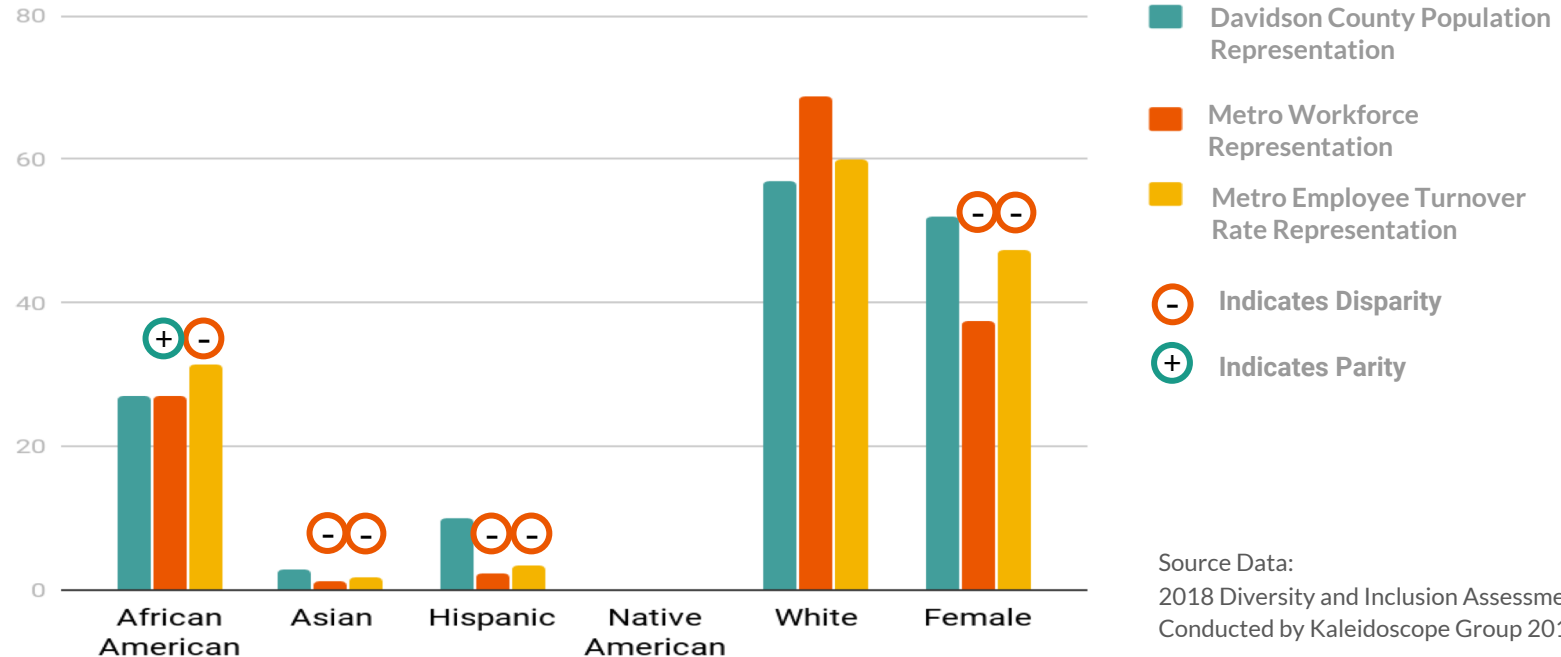
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Threats

- Attraction of the best future talent
- Current employees not able to serve a rapidly growing diverse Nashvillian population
- Risk of Reputation
- National climate impacting the Police department's ability to recruit diverse talent locally

Equity Imperative: Metro Workforce

Losing Talent: Employee turnover of women and people of color is disproportionately higher than their overall rate of representation in the Metro workforce.





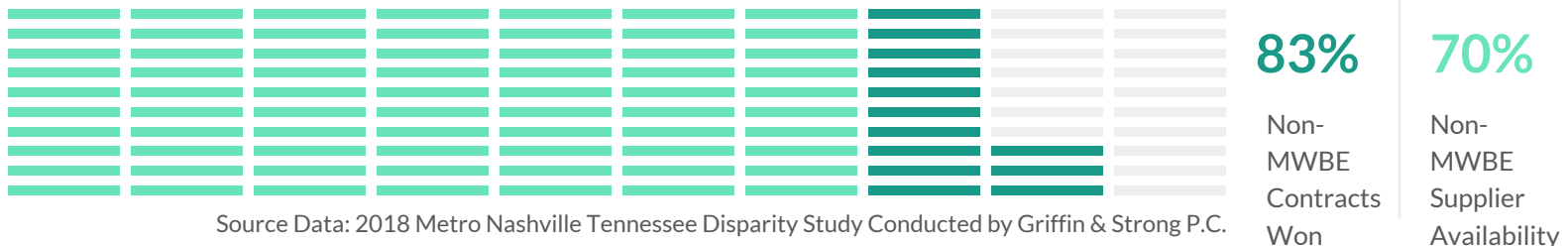
Equity Imperative: Supplier Diversity

The disparity in contract allocation amounts to a **\$377,173,467** loss in business opportunity for MWBEs.

Minority- or Women-Owned Business Enterprise (MWBE)



Non-MWBE



Source Data: 2018 Metro Nashville Tennessee Disparity Study Conducted by Griffin & Strong P.C.
Covers a five year period.

8 Principles of The Roadmap to Equity

- 01 | Leadership Commitment
- 02 | Workforce Development
- 03 | Promotion of Cultural Proficiency
- 04 | Best Practices for Equal Business Opportunity
- 05 | Equity for Nashville Residents:
Inclusive Customer Service
- 06 | Communication
- 07 | Performance Data Tracking
- 08 | Review Data to Improve Strategy





Metro Nashville Equity Pledge

Act to Prioritize the Elimination of Disparities in Business Opportunity and Metro Nashville Workforce



Be Accountable Hold Accountable

Be accountable and hold Metro Government accountable for progress towards equity goals



Make the Pledge

to Erase Disparities in Nashville's Business and Workforce Opportunities



#HoldAccountable

Share with Other Equity Champions

Share the pledge with other community leaders

Take Action