

INCLUCIVICS Report:

The Diversity & Equity of Fifty (50) Metro Nashville Departments

By: The Metro Human Relations Commission

January 2015





## Metro Human Relations Commission's IncluCivics Report on 50 Metro Government Departments

### Executive Summary

January 2015

#### **Background**

In March of 2014, the Metro Human Relations Commission started taking a look at the various reports regarding diversity in Metro Government. The three reports in question are: the Title VI report, the EEO4 Report, and the annual diversity report that is submitted to Metro Council along with other budget documents by each department. Seeing discrepancies when comparing the reports, the MHRC hired a consultant to do a more in-depth analysis in June. The consultant highlighted inconsistencies in different sections of the reports.

In August, the MHRC initiated discussions with Metro Human Resources regarding diversity data for Metro employees. In learning of the difficulties when comparing the reports, Metro HR graciously gave the MHRC the employee data for 50 departments that was taken from Metro's payroll system. The data visualizations presented in this report are based on the information from that document.

The goal of this report is two-fold. The first goal is to just get a snapshot of what diversity looks like in Metro right now. It is imperative to understand what diversity in Metro looks like now in order to assess if there is an issue, and, if so, what to do about it. This leads to the second goal: creating a plan to address the issues that the report lays out. It is insufficient to just say there is a problem, and it is not productive to scapegoat anyone. Metro must look toward the future and decide on the appropriate changes to address the findings of the report. To this end, the MHRC, Metro HR, and Metro Legal began meeting in September to discuss the report and develop a plan of action.

The list of recommendations attached to this report came out of those meetings. The Mayor's Office has these recommendations and has already acted on one of them by creating a Diversity Committee. This committee along with the Mayor's Office will ensure that a comprehensive, Metro-wide strategy is developed and successfully implemented.

Alongside the plan, the MHRC is creating an online IncluCivics platform that shows the data visualizations presented in this report as well as departmental data. Metro HR has agreed to upload the data monthly on Metro's new Open Data Portal so that the IncluCivics platform can show up-to-date information and track change over time. The platform will also allow Metro department directors to see their employee diversity in real time so that when they have to submit their Title VI and budget diversity reports, the data is readily available for them to reference.

## Key Points

A few details stand out when viewing the data. The first is that while the Black/African American population within Metro government as a whole is generally reflective of the employable Black/African American community in Nashville, 68% of the departments reviewed in this report are not. This data point shows that there are certain departments that employ a much larger percentage of Black/African Americans, and, therefore, that population is not distributed evenly across departments.

Also, when looking at income by \$10,000.00 increments, it is clear to see that Black/African Americans are mainly concentrated and, in fact, overrepresented in the four increments below \$40,000.00 a year while White employees are overrepresented in all areas except the four increments below \$40,000.00. This data makes clear that Black/African American employees are **underrepresented** in income brackets above \$40,000.00 while White employees are **overrepresented** in all income brackets above \$40,000.00.

What this report also makes clear is the lack of Hispanic/Latinos and Asian/Pacific Islanders within Metro government. At no point in this report did the Hispanic/Latino employee population meet the line representing the employable Hispanic/Latino population in Nashville on the various charts. Furthermore, more than half of all departments reviewed do not have any employees that are Hispanic/Latino or Asian/Pacific Islander.

## Relevance for the Future

Looking at the data that came from the NashvilleNext process makes clear that Nashville is going to go through a major demographic shift over the next 20 to 25 years. The NashvilleNext report forecasts that, by 2040, the White, Black/African American, and Hispanic/Latino populations will each make up almost 30% of Nashville's residents while all other immigrant populations will make up another 7%. If Nashville wants Metro government to properly reflect the community it represents, it is imperative that action be taken now.

## Conclusion

In order to have representation of Nashville's immigrant communities within all levels of government, hiring must start as soon as possible. Metro can do this without lowering employee standards. If there is a dearth of qualified people from these communities, then it is incumbent upon the government and the community to ensure that a qualified pool is created. Obviously, there cannot be a one-size-fits-all approach. Therefore, it will take special efforts from all departments to develop plans that meet their needs and some departments have already initiated this process. Identifying positions for which departments are either receiving no applications from immigrant candidates or applications from unqualified immigrant candidates will be crucial. Having this information will allow Metro to assess where there are gaps in training and experience and, then, create partnerships within the community to assist in fulfilling that need.

Also, efforts must be made to understand why Black/African American employees are not ascending to the higher pay echelons, and, if being hired from the outside, why Black/African Americans are not being hired on the same scale as White applicants for higher paying positions. Again, if it is an issue of being qualified, Metro must figure out how to help facilitate the creation of the type of candidates it needs.

While what this report outlines may be viewed as a problem, the Metro Human Relations Commission views it as an opportunity to blaze a trail and set a precedent for ensuring that governments properly reflect and represent the communities they serve.

## **Metro Human Relations Commission: Initial Recommendations for Integrating Diversity and Inclusion as a core practice within Metro Government.**

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Introduction: The purpose of this outline is to provide initial recommendations and possibilities for integrating diversity and inclusion as a core practice within Metro Government as an employer beginning with developing awareness, commitment, and accountability for building diversity and practicing inclusion among leadership across Metro Government and for all Metro employees.

Recommendations:

- I. Create the “business case” the current status and compelling rationale for building diversity and practicing inclusion throughout Metro Government. (throughout the remainder of the document Diversity and Inclusion is abbreviated as D&I) *Produced by: Metro HR, Human Relations, & Legal.*
- II. Present business case along with a recommended communication strategy. Strategy will include draft content of a recommended message for the Mayor’s office detailing the commitment to D&I leading to Metro as a model employer in Davidson County. *Presented by Metro HR, Human Relations, & Legal.*
- III. Present and engage executive leadership and senior managers across Metro in understanding and committing to D&I. *This step is critical as all in positions of authority and influence over talent acquisition, performance, and development must recognize that this is not a “program” or “flavor of the moment” but an essential responsibility of all management: a responsibility with operational, civic, financial, and legal implications.*
- IV. Appoint a Chief Diversity Officer or similarly titled responsibility to champion D&I within Metro Government as an employer with direct responsibility to the Mayor’s Office and dotted line responsibilities to the Human Relations’ board of commissioners and Metro Council.
  - Convene a team to develop a D&I strategic plan with objectives and initiatives that apply to Metro overall as well as the process and requirements for individual departments to integrate goals for D&I in their planning, evaluation, and reporting processes.
  - The strategic plan will include an annual report and methods for providing support for diversity in Metropolitan Government. *(see examples from other city governments)*
- V. Convene a team of D&I Champions (inclusive of staff in leadership and not). This cross-section of Metro employees will serve as advisers and supporters of D&I working with the CDO.
- VI. Conduct an assessment of D&I in Metro activities across the Human Resources Body of Knowledge. For example, how is diversity addressed in talent acquisition, how are the needs of diverse employee groups considered in workforce policies such as vacation. Identify highest priority areas and implement solutions.

Through that assessment, the following activities should be mandatory:

- Integrate D&I as a core competency in all Metro managerial and supervisory positions including performance evaluations.
- Conduct an evaluation of training and development activities for adverse impact in training content and methods.
- Integrate D&I in annual in-service trainings.
- Compile a comprehensive diversity recruiting plan for implementation by all hiring entities in Metro.
- Articulate positive consequences for progress and practice within departments as well as negative consequences for non-compliance or non-progress.

## INCLUCIVICS Report: Data Snapshot

### White

1. **80%** of the 50 departments in the report meet or surpass the 64% mark that represents the employable White population in Nashville.
2. Of the 14 salary levels listed in \$10,000.00 increments, there are **10** increments that meet or surpass the 64% mark for employability.
3. **74%** of the 50 departments in the report meet or surpass the 64% mark for employability in the SR10-SR12 pay classifications.
4. **86%** of the 50 departments in the report meet or surpass the 64% mark for employability in the SR 13-16 pay classifications.
5. **88%** of Department Directors are White.

### Black/African American

1. **32%** of the 50 departments in the report meet or surpass the 26.2% mark that represents the employable Black/African American population in Nashville.
2. Of the 14 salary levels listed in \$10,000.00 increments, there are **5** increments that meet or surpass the 26.2% mark for employability.
3. **30%** of the 50 departments in the report meet or surpass the 26.2% mark for employability in the SR10-SR12 pay classifications.
4. **12%** of the 50 departments in the report meet or surpass the 26.2% mark for employability in the SR 13-16 pay classifications.
5. **12%** of Department Directors are Black/African American.

### Hispanic/Latino

6. **0%** of the 50 departments in the report meets or surpasses the 8.2% mark that represents the employable Hispanic/Latino population in Nashville.
7. Of the 14 salary levels listed in \$10,000.00 increments, there are **0** increments that meet or surpass the 8.2% mark for employability.
8. **0%** of the 50 departments in the report meets or surpasses the 8.2% mark for employability in the SR10-SR12 pay classifications.
9. **0%** of the 50 departments in the report meets or surpasses the 8.2% mark for employability in the SR 13-16 pay classifications.
10. **0%** of Department Directors are Hispanic/Latino.

### Asian/Pacific Islander

11. **12%** of the 50 departments in the report meet or surpass the 3% mark that represents the employable Asian/Pacific Islander population in Nashville.
12. Of the 14 salary levels listed in \$10,000.00 increments, there is **1** increment that meets or surpasses the 3% mark for employability.
13. **6%** of the 50 departments in the report meet or surpass the 3% mark for employability in the SR10-SR12 pay classifications.
14. **8%** of the 50 departments in the report meet or surpass the 3% mark for employability in the SR 13-16 pay classifications.
15. **0%** of Department Directors are Asian/Pacific Islander.

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Section 4: Page 10: Race/Ethnicity by Employee Pay Classifications

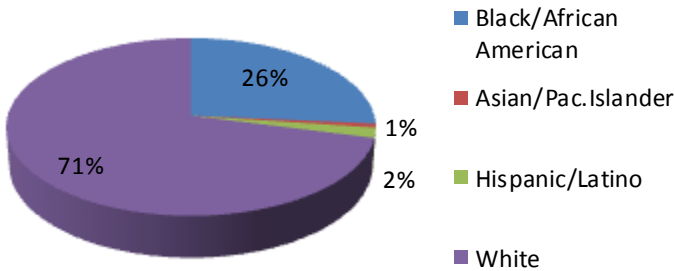
Section 5: Pages 11 to 18: Percentage of Race/Ethnicity per SR Pay Classification by Metro Dept.

# 1. Breakdown Totals for Metro's Racial/Ethnic and Male/Female Diversity

## Notes:

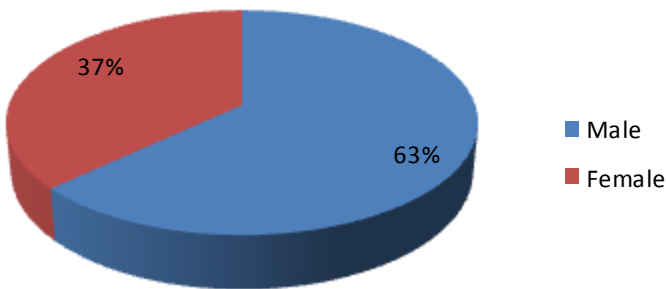
1. The discrepancy (63 people) in the total for the Racial/Ethnic chart and the Male/Female chart is due to some employees identifying their race or ethnicity as American Indian or Other. Neither of these groups are covered in this report. The 2 groups combined represent .6% of all Metro employees, and, therefore, their omission does not change the statistical analyses represented in this report.
2. 1.4% of Davidson County residents included in the Census data on which this report is based were counted in two different race/ethnic categories.

### Racial/Ethnic Makeup of Metro Government



Black/African American	2452
Asian/Pac. Islander	68
Hispanic/Latino	169
White	6593
	9282

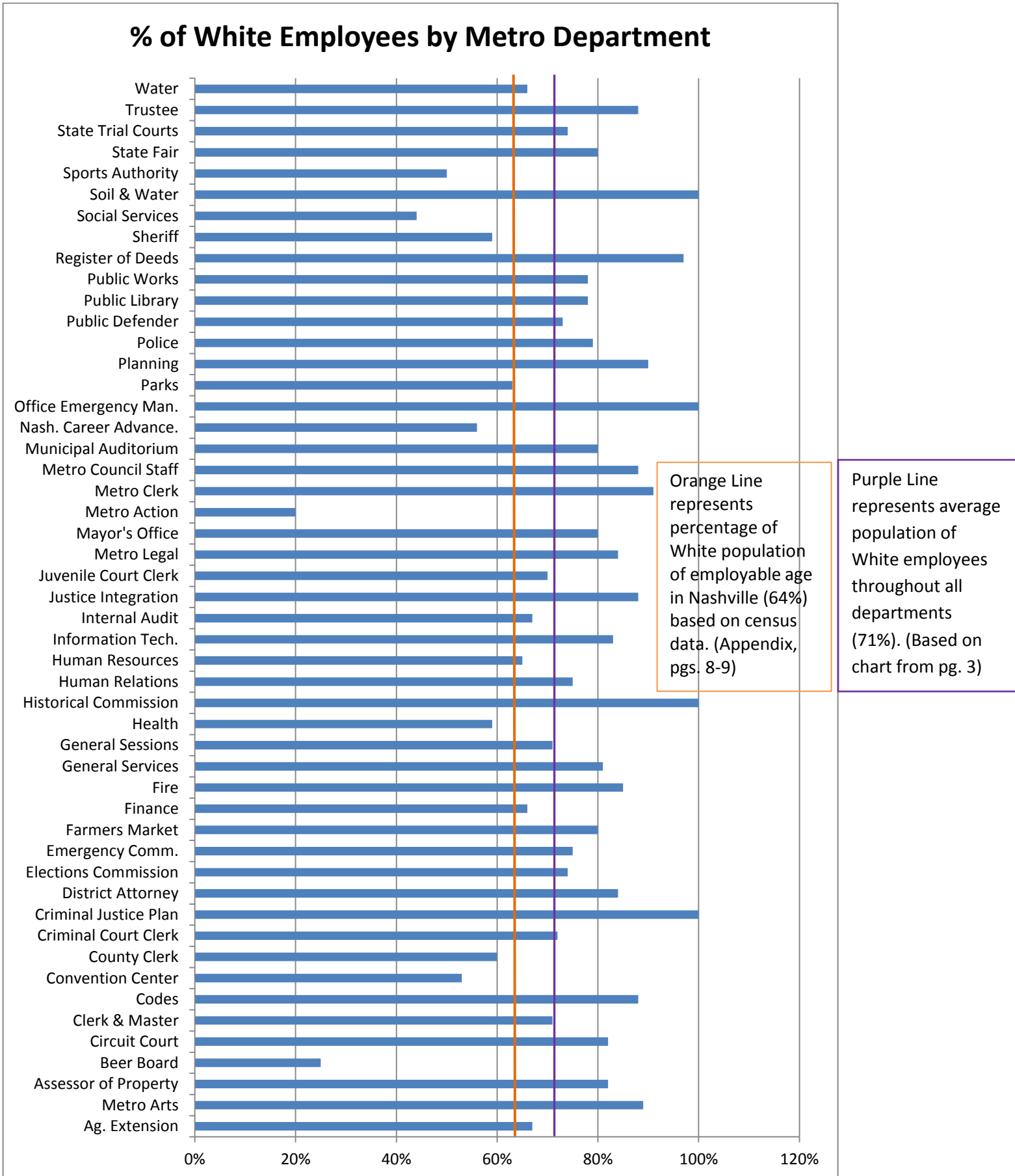
### Male/Female Makeup of Metro Government



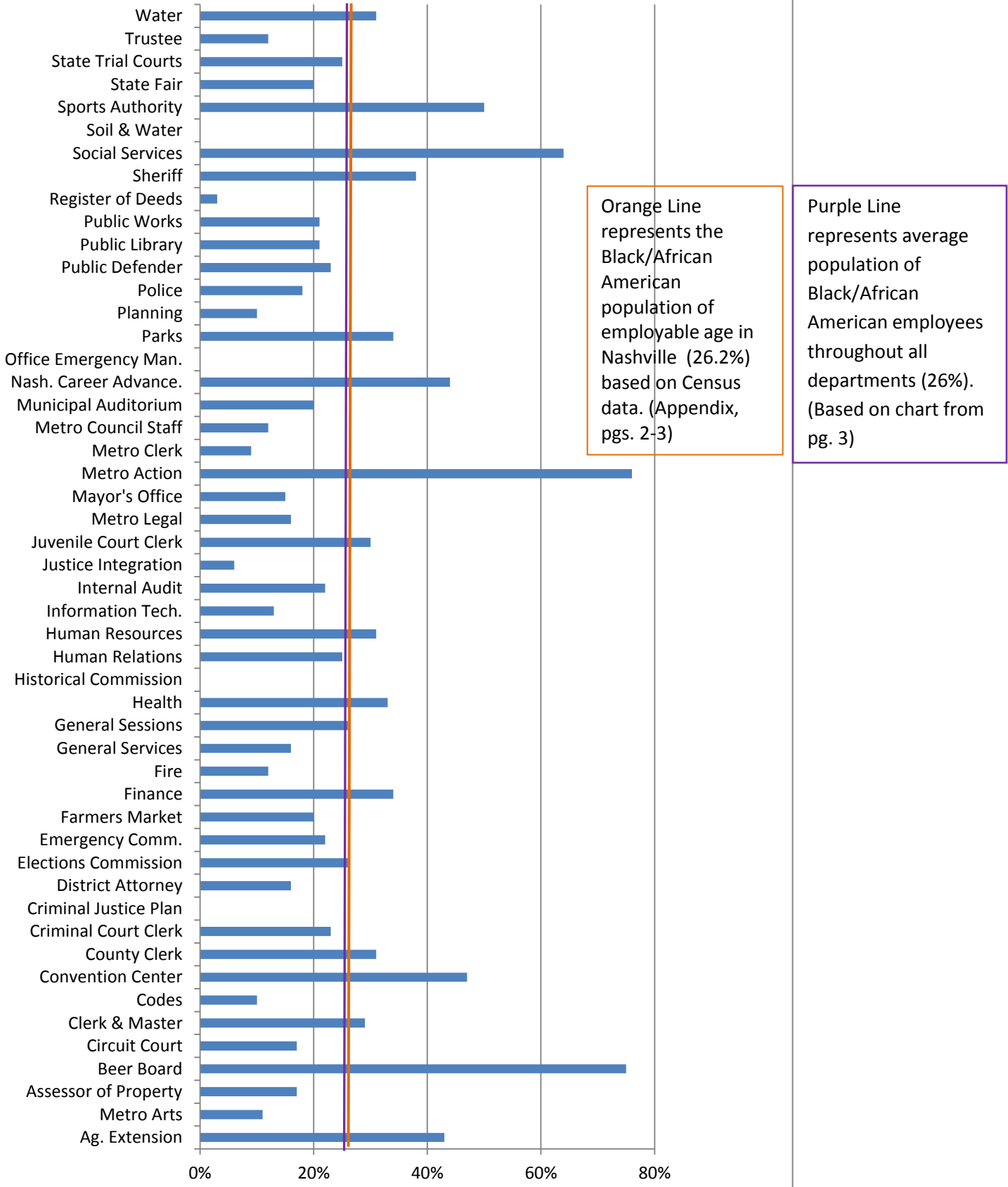
Male	5896
Female	3449
	9345



## 2. Percentage of Race/Ethnicity by Metro Department

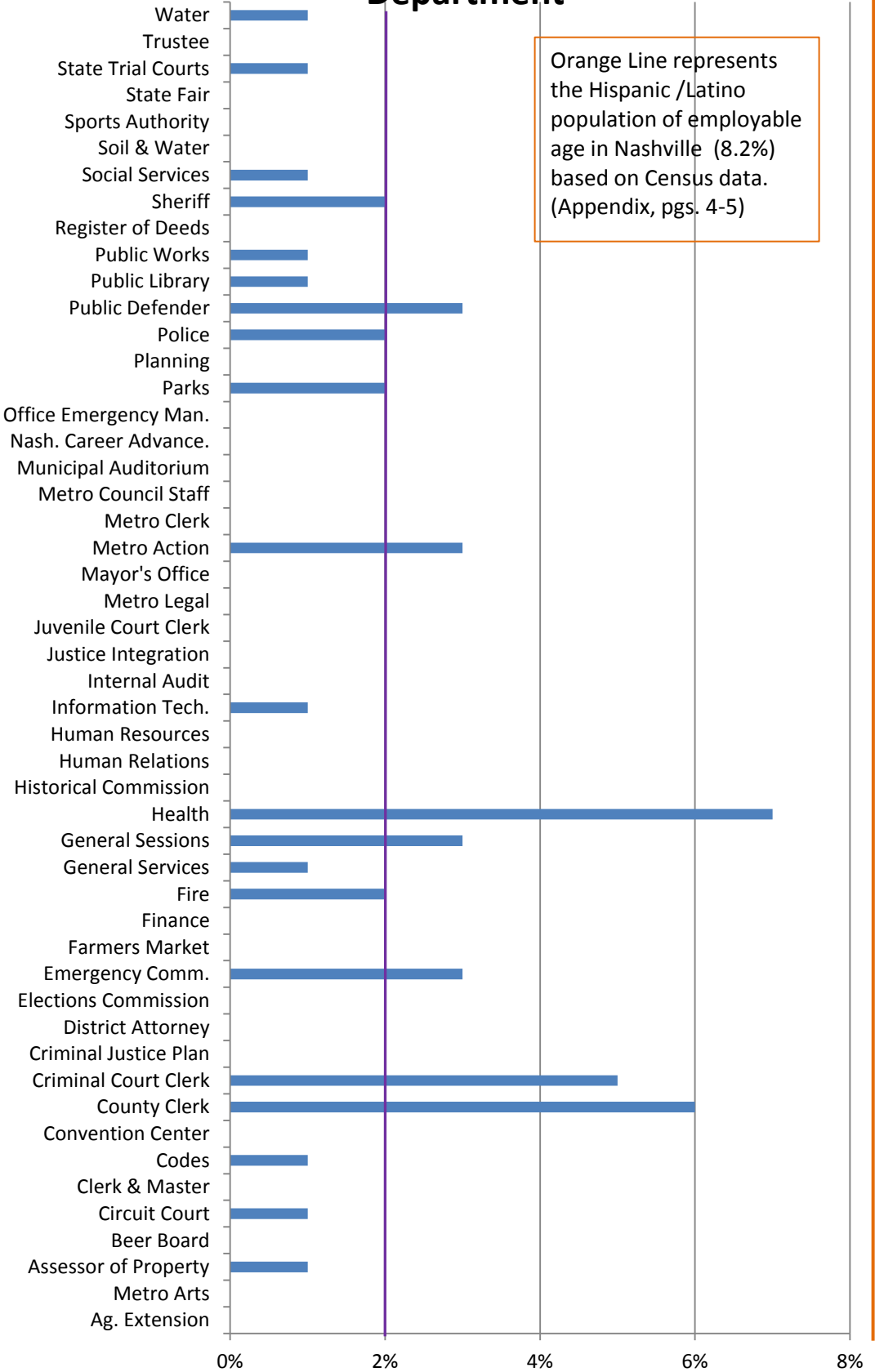


# % of Black/African American Employees by Metro Department



# % of Hispanic/Latino Employees by Metro Department

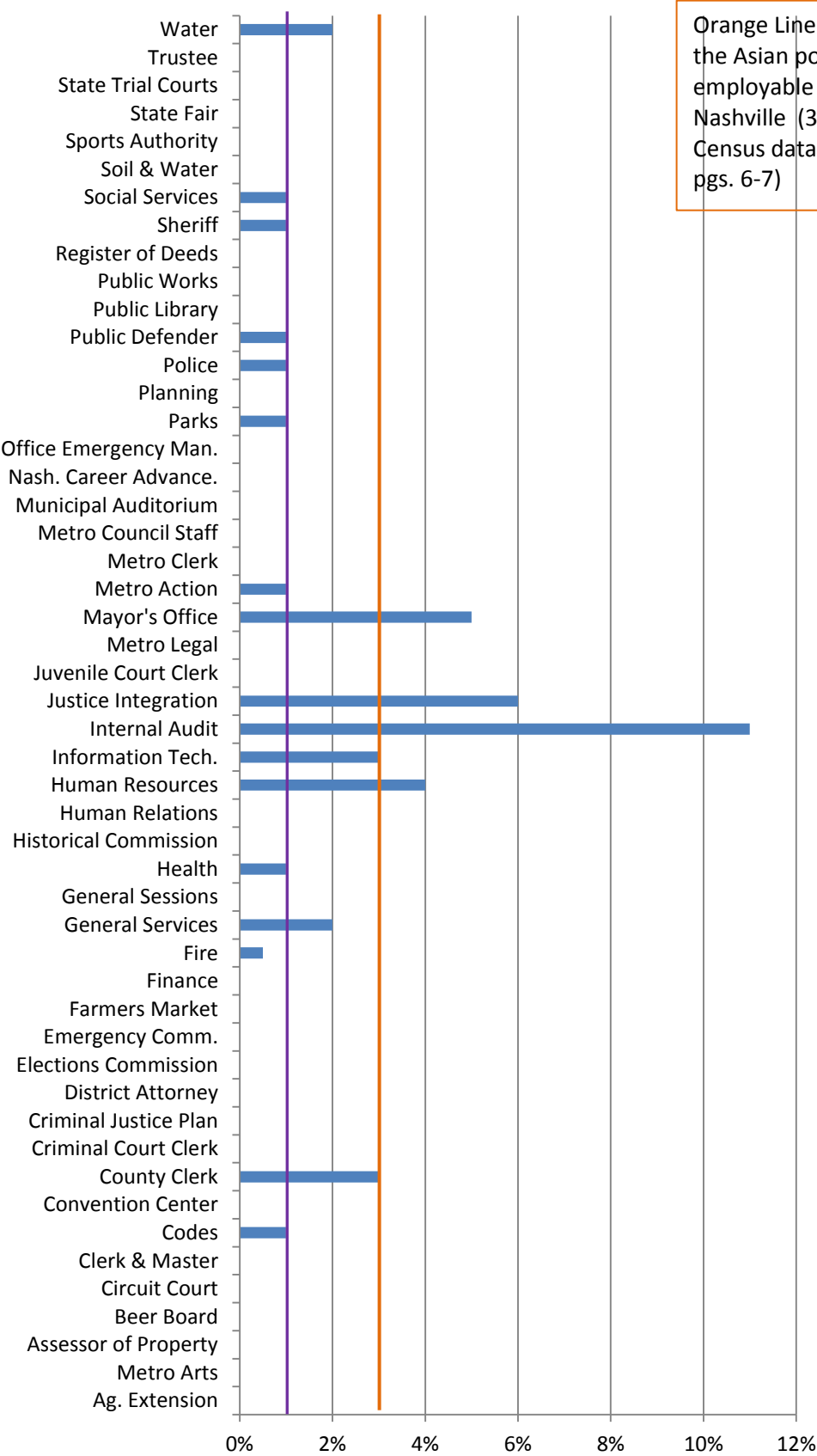
## Department



Orange Line represents the Hispanic /Latino population of employable age in Nashville (8.2%) based on Census data. (Appendix, pgs. 4-5)

Purple Line represents average population of Hispanic/Latino employees throughout all departments (2%). (Based on chart from pg. 3)

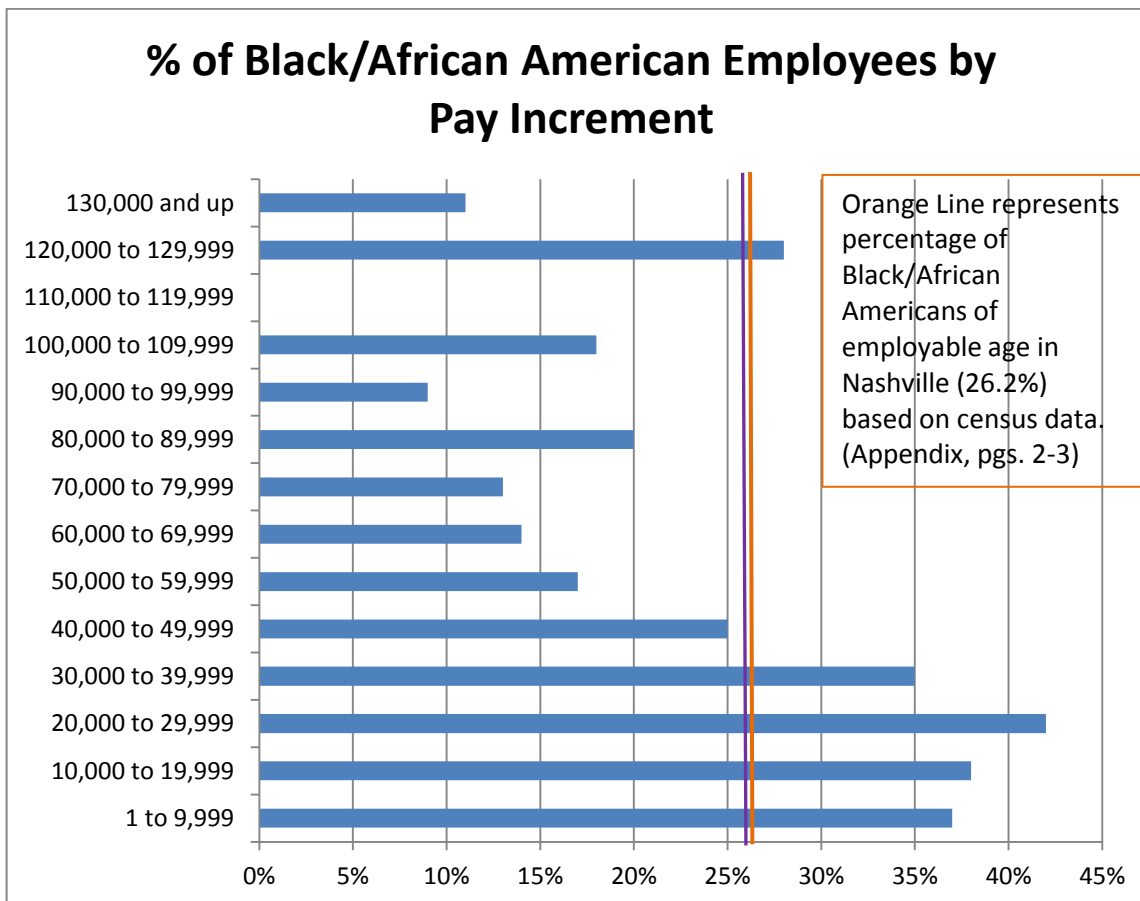
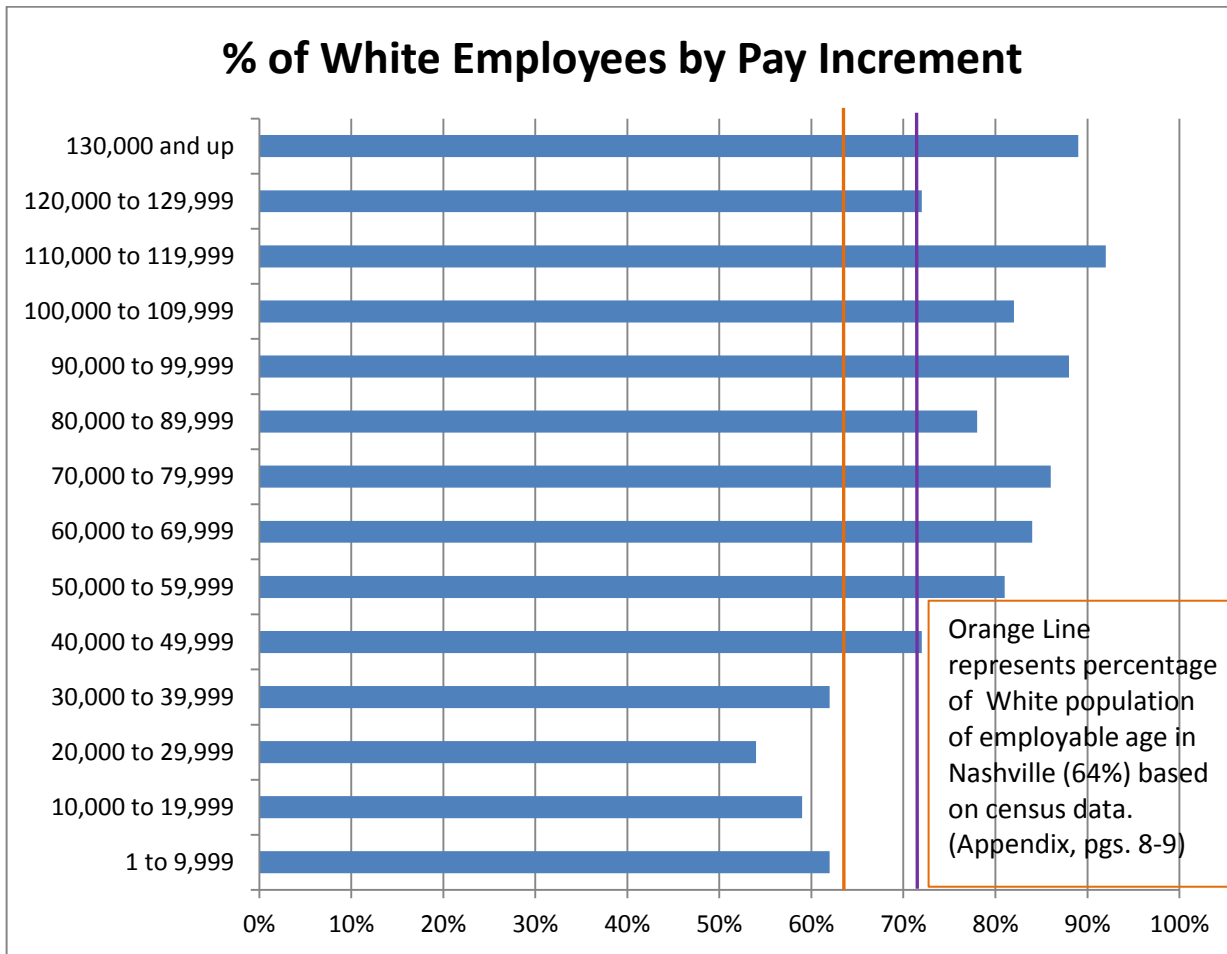
# % of Asian/Pacific Islander Employees by Metro Department



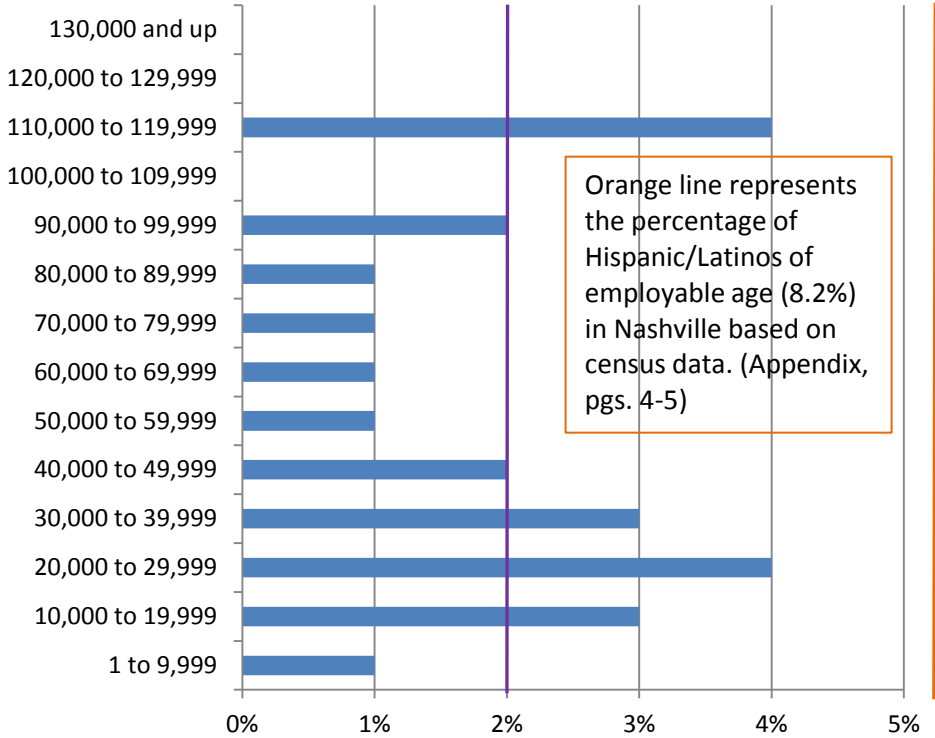
Orange Line represents the Asian population of employable age in Nashville (3%) based on Census data. (Appendix, pgs. 6-7)

Purple Line represents average population of Asian/Pacific Islander employees throughout all departments (1%). (Based on chart from pg. 3)

### 3. Percentage of Race/Ethnicity per Pay Range (\$10,000 Increments)



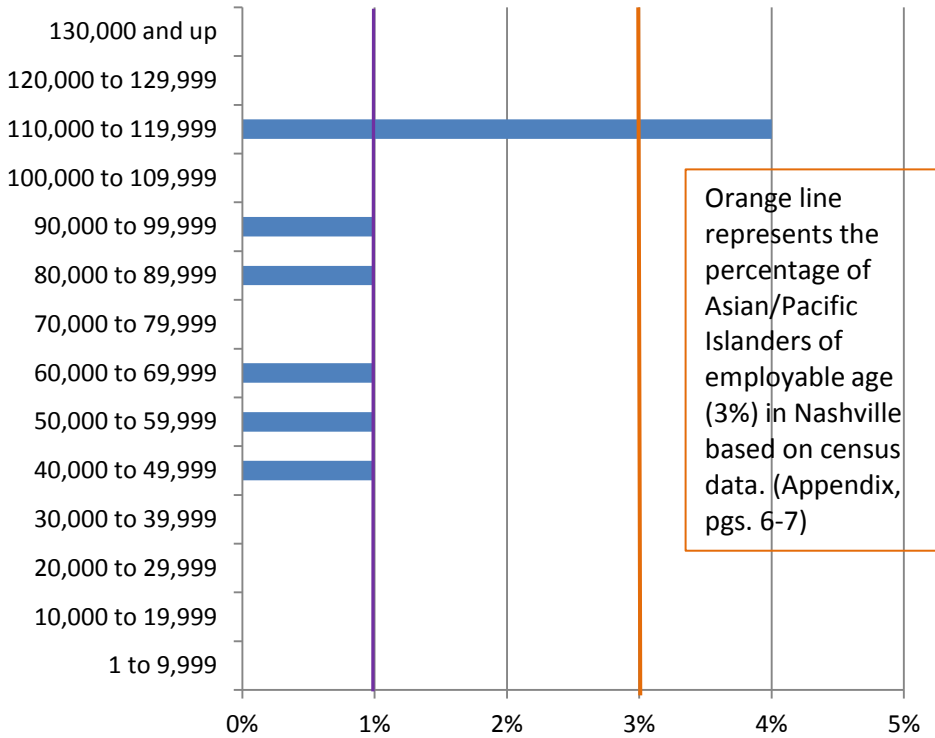
# % of Hispanic/Latino Employees by Pay Increment



Orange line represents the percentage of Hispanic/Latinos of employable age (8.2%) in Nashville based on census data. (Appendix, pgs. 4-5)

Purple Line represents average population of Hispanic/Latino employees throughout all departments (2%). (Based on chart from pg. 3)

# % of Asian/Pacific Islander Employees by Pay Increment



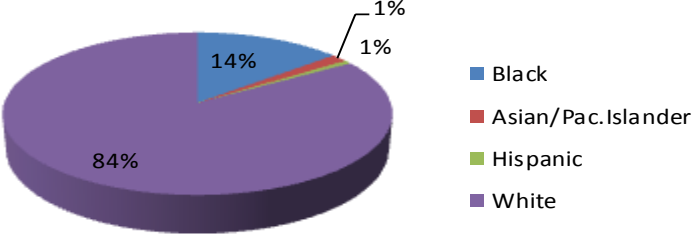
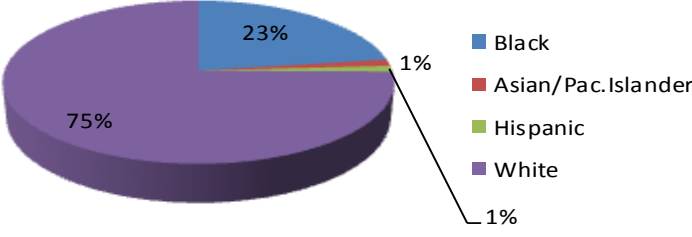
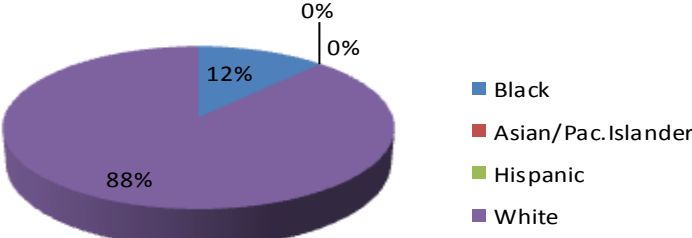
Orange line represents the percentage of Asian/Pacific Islanders of employable age (3%) in Nashville based on census data. (Appendix, pgs. 6-7)

Purple Line represents average population of Asian/Pacific Islander employees throughout all departments (1%). (Based on chart from pg. 3)

#### 4. Race/Ethnicity by Employee Pay Classifications

(SR = Standard Range) (SR13-16 = High Pay Range) (SR10-12 = Mid to High Pay Range)

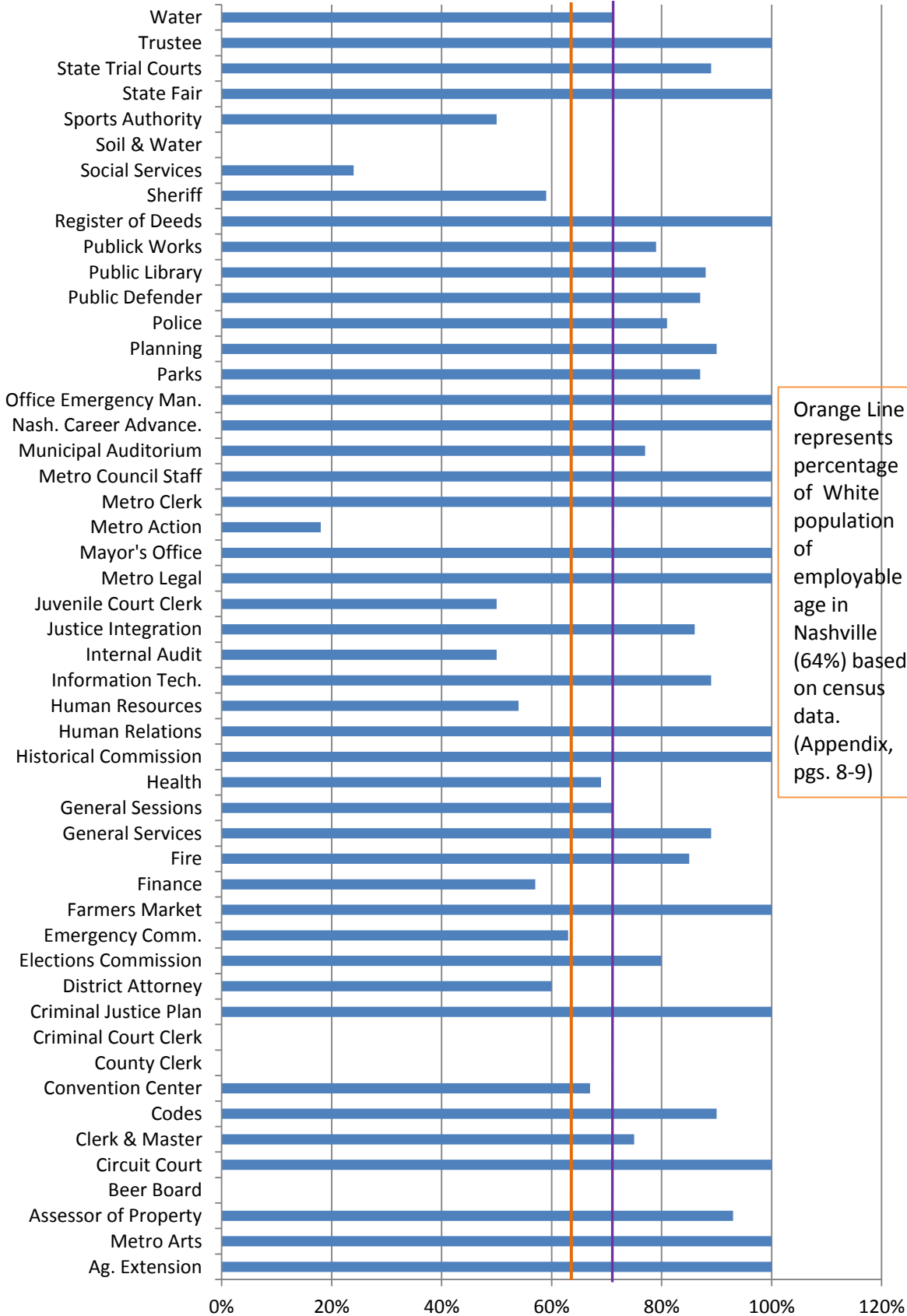
Note: A few departments do not utilize the SR Classification. They are: Clerk & Master, Criminal Court Clerk, County Clerk, Metro Action Commission, Nashville Career Advancement Center, Office of Emergency Management, Register of Deeds, and Trustee. When possible, the given classifications, titles, and salaries were used to estimate where employees would fall on the SR spectrum.

<p><b>Racial/Ethnic Makeup of SR13-16 Employees</b> (Salary Range: \$63,782.78 to \$170,068.14)</p>  <p> <span style="color: blue;">■</span> Black  <span style="color: red;">■</span> Asian/Pac. Islander  <span style="color: green;">■</span> Hispanic  <span style="color: purple;">■</span> White                 </p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Black</td><td style="text-align: right;">62</td></tr> <tr><td>Asian/Pac. Islander</td><td style="text-align: right;">7</td></tr> <tr><td>Hispanic</td><td style="text-align: right;">3</td></tr> <tr><td>White</td><td style="text-align: right;">376</td></tr> <tr><td></td><td style="text-align: right; border: 1px solid black;">448</td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </table>	Black	62	Asian/Pac. Islander	7	Hispanic	3	White	376		448																								
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<p><b>Racial/Ethnic Makeup of SR10-SR12 Employees</b> (Salary Range: \$43,986.40 to \$69,186.06)</p>  <p> <span style="color: blue;">■</span> Black  <span style="color: red;">■</span> Asian/Pac. Islander  <span style="color: green;">■</span> Hispanic  <span style="color: purple;">■</span> White                 </p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Black</td><td style="text-align: right;">197</td></tr> <tr><td>Asian/Pac. Islander</td><td style="text-align: right;">11</td></tr> <tr><td>Hispanic</td><td style="text-align: right;">10</td></tr> <tr><td>White</td><td style="text-align: right;">648</td></tr> <tr><td></td><td style="text-align: right; border: 1px solid black;">866</td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </table>	Black	197	Asian/Pac. Islander	11	Hispanic	10	White	648		866																								
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<p><b>Racial Makeup of Department Directors (DP01-03)</b></p>  <p> <span style="color: blue;">■</span> Black  <span style="color: red;">■</span> Asian/Pac. Islander  <span style="color: green;">■</span> Hispanic  <span style="color: purple;">■</span> White                 </p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Black</td><td style="text-align: right;">3</td></tr> <tr><td>Asian/Pac. Islander</td><td style="text-align: right;">0</td></tr> <tr><td>Hispanic</td><td style="text-align: right;">0</td></tr> <tr><td>White</td><td style="text-align: right;">22</td></tr> <tr><td></td><td style="text-align: right; border: 1px solid black;">25</td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </table>	Black	3	Asian/Pac. Islander	0	Hispanic	0	White	22		25																								
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## 5. Percentage of Race/Ethnicity per SR Pay Classification by Metro Department

(SR = Standard Range) (SR13-16 = High Pay Range) (SR10-12 = Mid Pay Range)

### % of White Employees in SR10-12 Pay Range by Metro Department (Where Applicable)



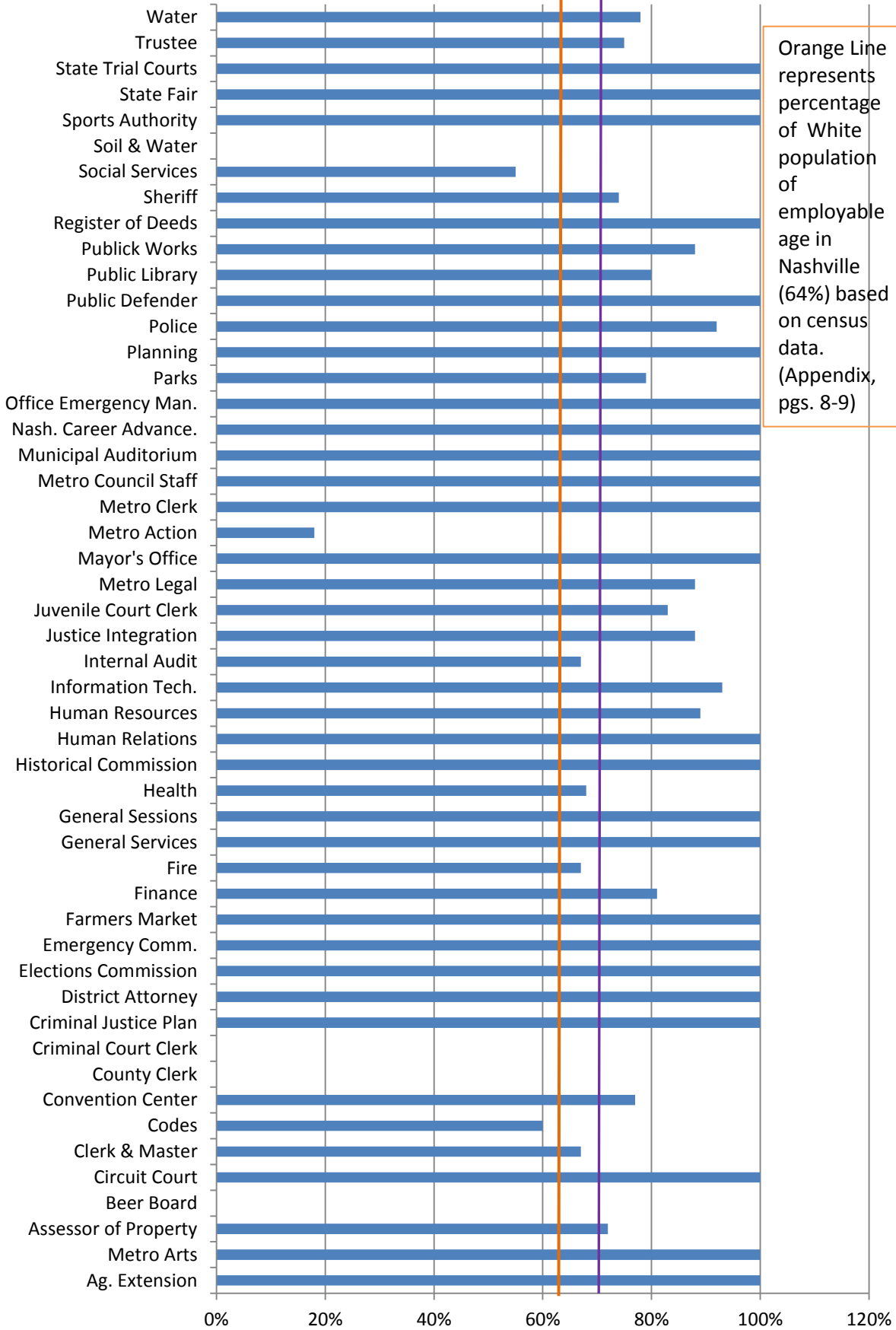
Note: If a department does not have a bar in any of the charts in this section, it is because there was not enough information available to provide accurate data.

Orange Line represents percentage of White population of employable age in Nashville (64%) based on census data. (Appendix, pgs. 8-9)

Purple Line represents average population of White employees throughout all departments (71%). (Based on chart from pg. 3)



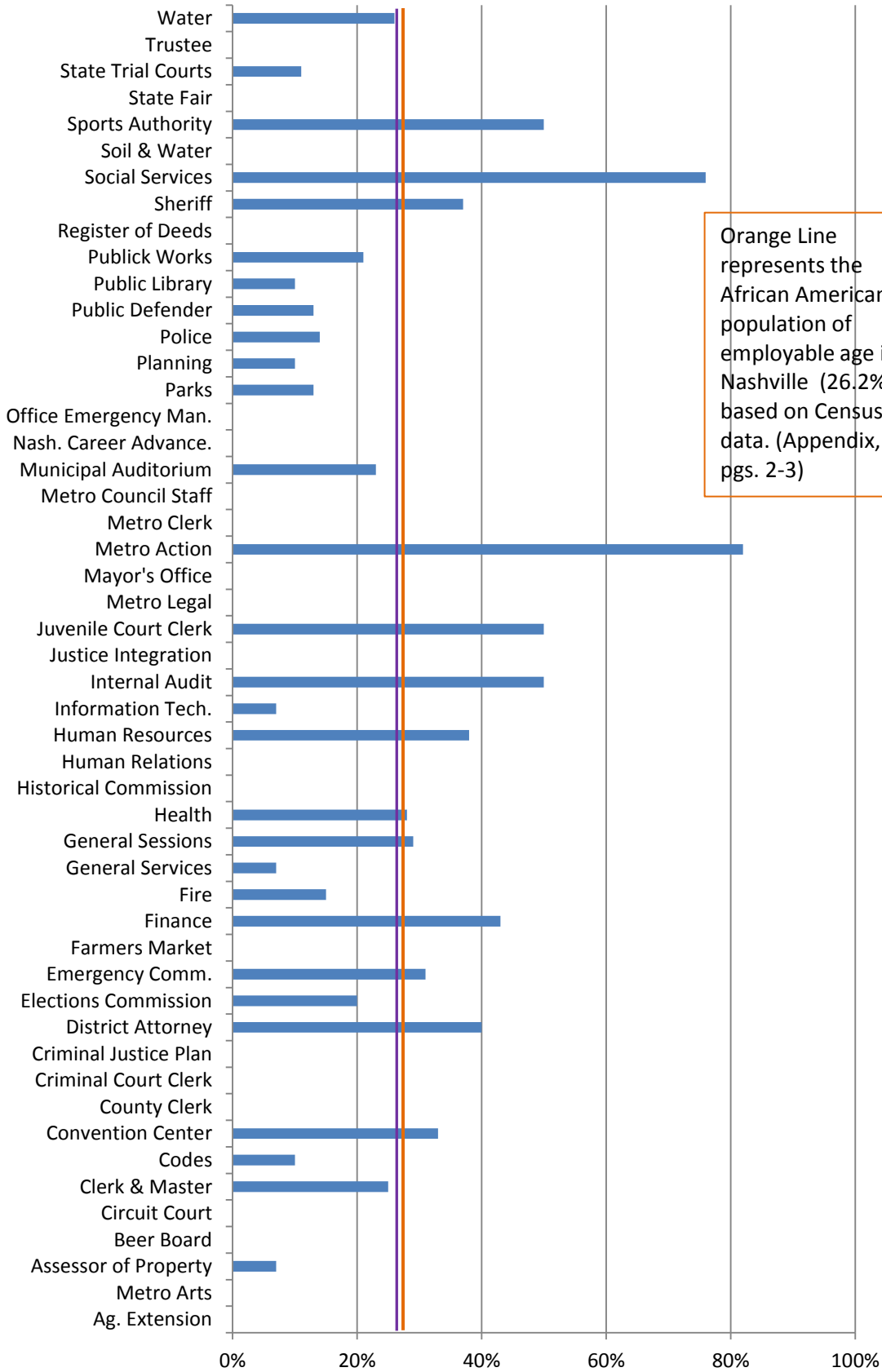
# % of White Employees in SR13-16 Pay Range by Metro Department (Where Applicable)



Orange Line represents percentage of White population of employable age in Nashville (64%) based on census data. (Appendix, pgs. 8-9)

Purple Line represents average population of White employees throughout all departments (71%). (Based on chart from pg. 3)

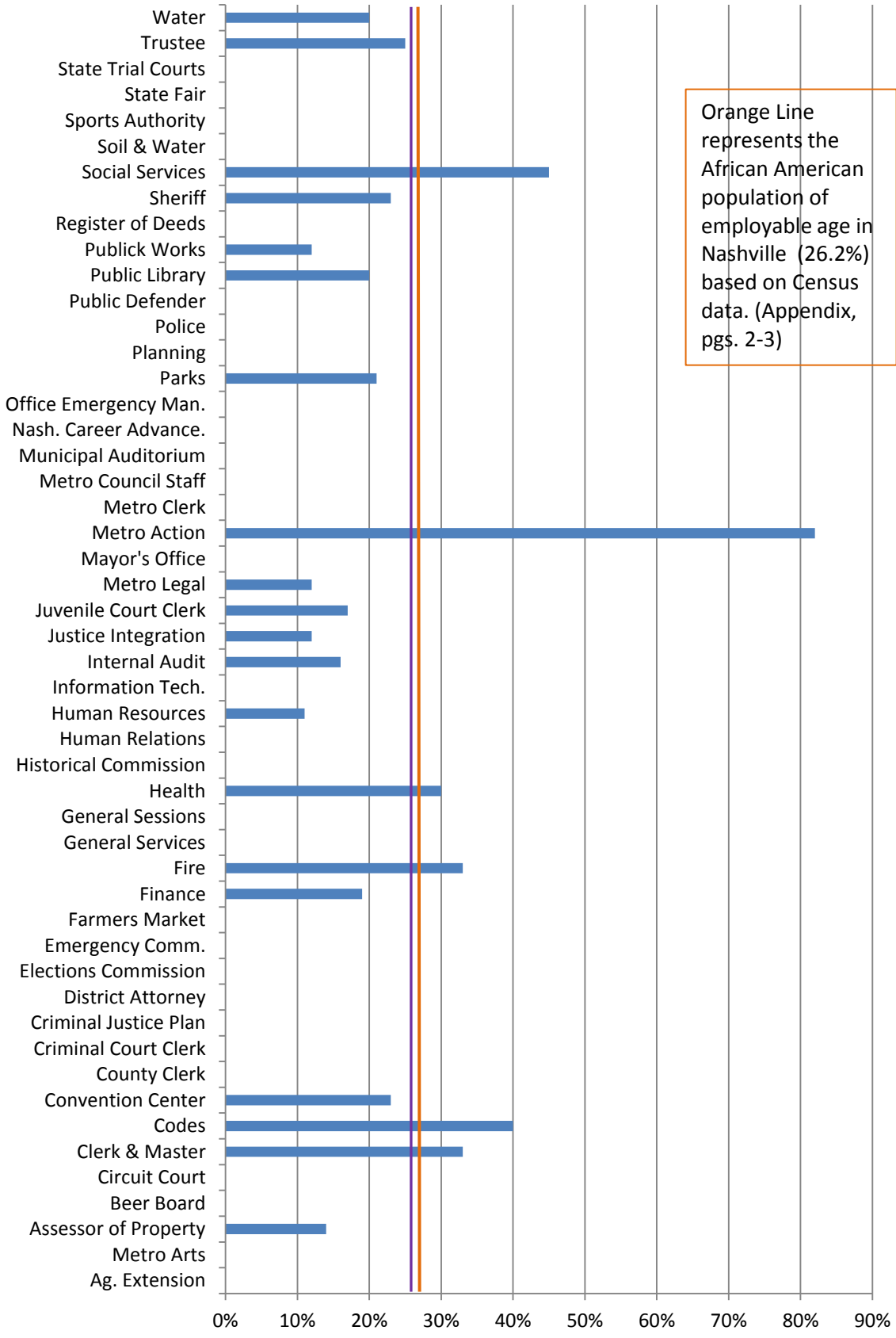
# % of Black/African Americans in SR10-12 Pay Range by Metro Department (Where Applicable)



Orange Line represents the African American population of employable age in Nashville (26.2%) based on Census data. (Appendix, pgs. 2-3)

Purple Line represents average population of Black/African American employees throughout all departments (26%). (Based on chart from pg. 3)

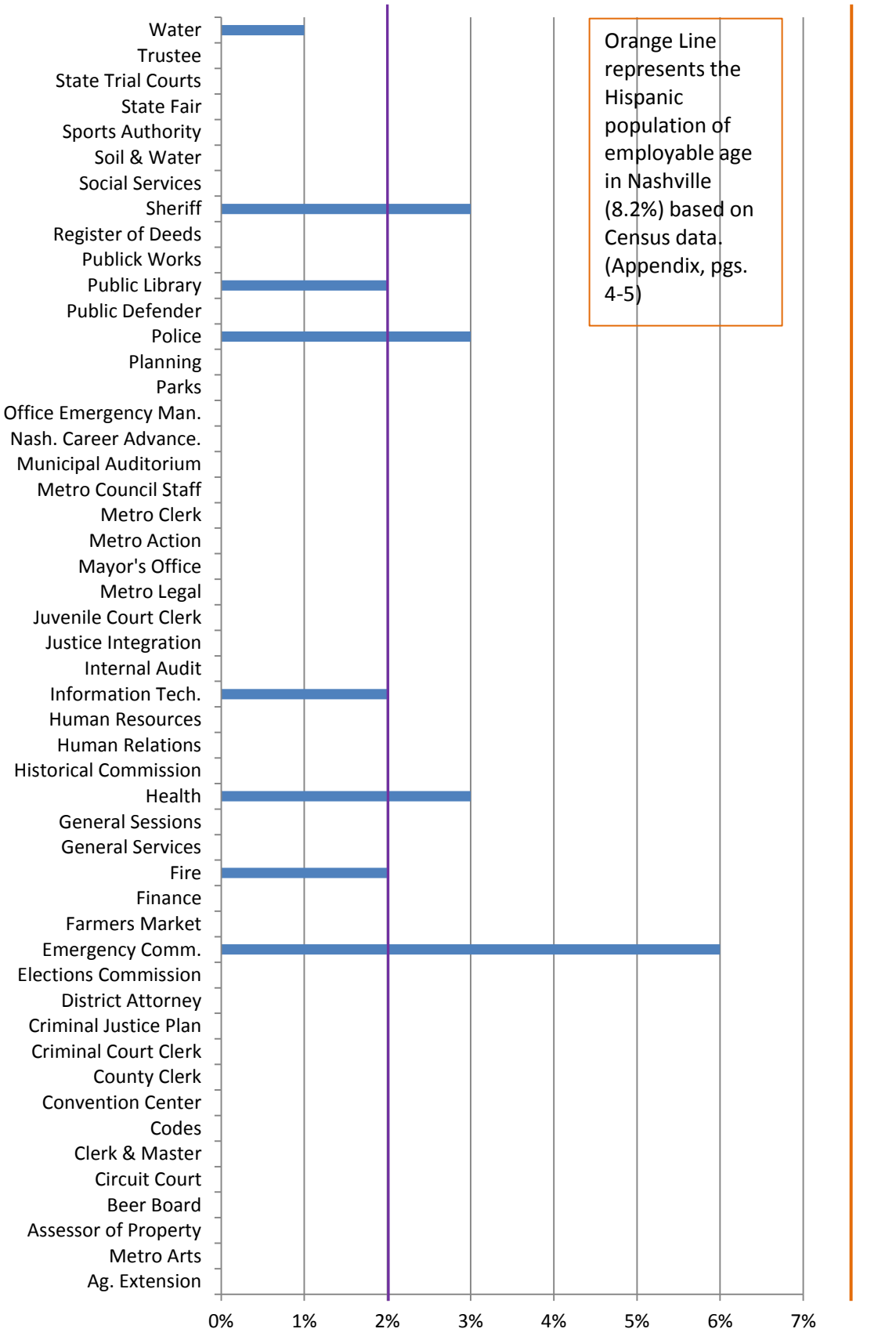
# % of Black/African Americans in SR13-16 Pay Range by Metro Department (Where Applicable)



Orange Line represents the African American population of employable age in Nashville (26.2%) based on Census data. (Appendix, pgs. 2-3)

Purple Line represents average population of Black/African American employees throughout all departments (26%). (Based on chart from pg. 3)

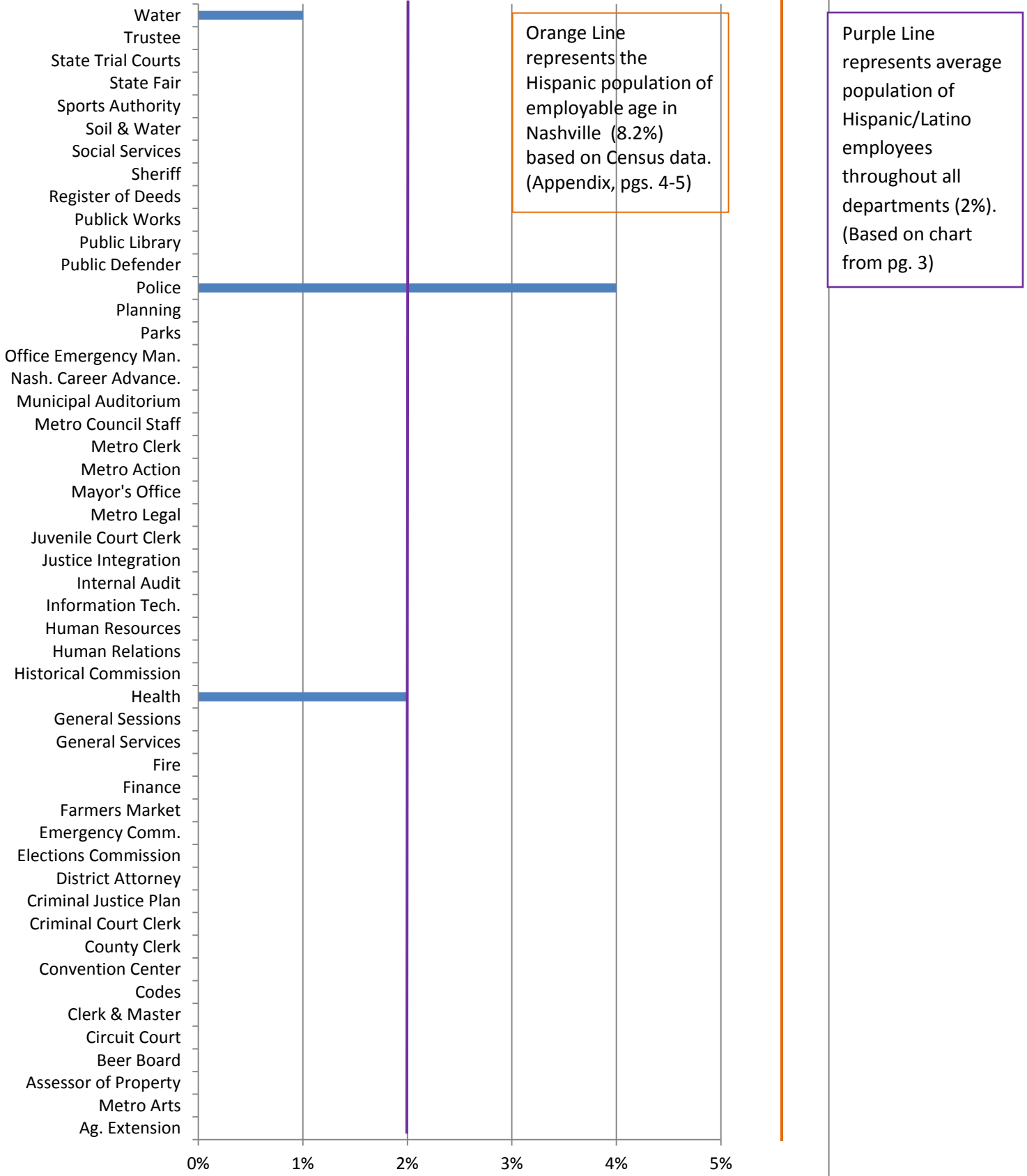
# % of Hispanic/Latinos in SR10-12 Pay Range by Metro Department (Where Applicable)



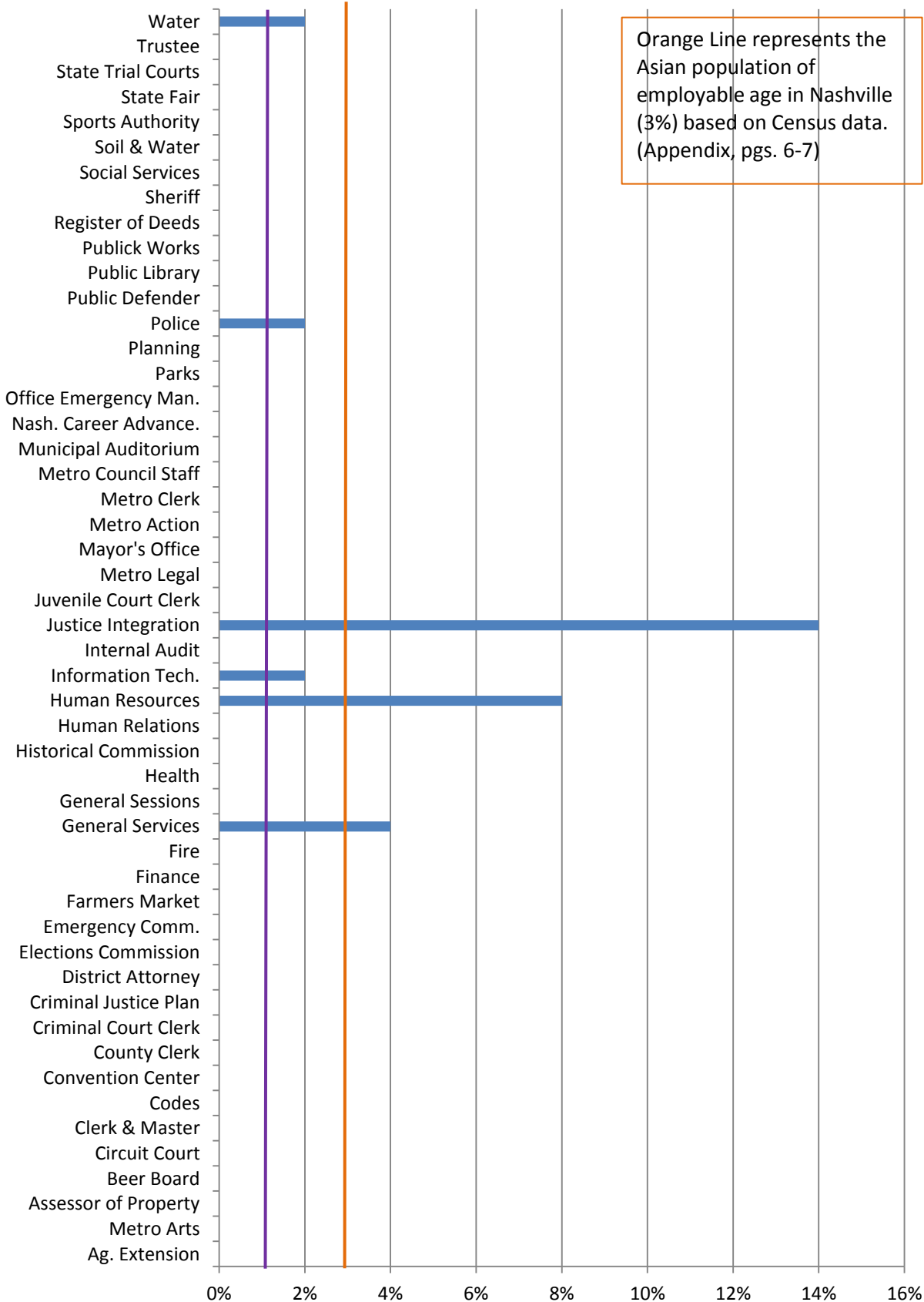
Orange Line represents the Hispanic population of employable age in Nashville (8.2%) based on Census data. (Appendix, pgs. 4-5)

Purple Line represents average population of Hispanic/Latino employees throughout all departments (2%). (Based on chart from pg. 3)

# % of Hispanic/Latinos in SR13-16 Pay Range by Metro Department (Where Applicable)



# % of Asian/Pacific Islander Employees in SR10-12 Pay Range by Metro Department (Where Applicable)

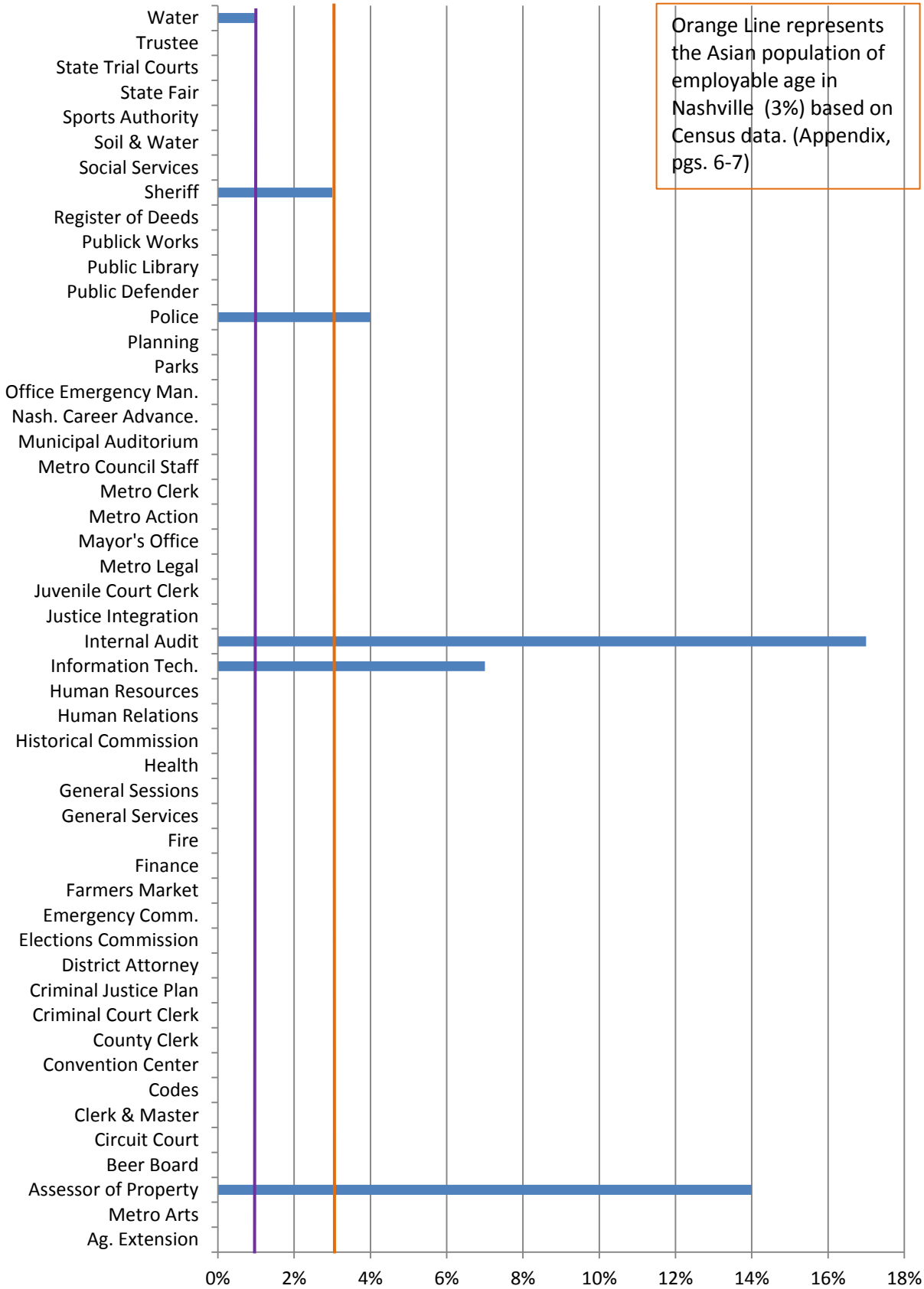


Orange Line represents the Asian population of employable age in Nashville (3%) based on Census data. (Appendix, pgs. 6-7)

Purple Line represents average population of Asian/Pacific Islander employees throughout all departments (1%). (Based on chart from pg. 3)

# % of Asian/Pacific Islander Employees in SR13-16

## Pay Range by Metro Department (Where Applicable)



Orange Line represents the Asian population of employable age in Nashville (3%) based on Census data. (Appendix, pgs. 6-7)

Purple Line represents average population of Asian/Pacific Islander employees throughout all departments (1%). (Based on chart from pg. 3)

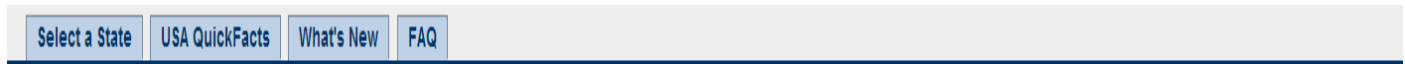
# IncluCivics Report Appendix

## 1. Census State and County QuickFacts Report for Davidson County, TN:

<http://quickfacts.census.gov/qfd/states/47/47037.html>



### State & County QuickFacts



Tennessee counties- [selection map](#) Tennessee cities- [place search](#) [More Tennessee data sets](#) [Share this page](#)

Select a county  Go Select a city  Go

### Davidson County, Tennessee

Want more? [Browse data sets for Davidson County](#)

People QuickFacts	Davidson County	Tennessee
Population, 2013 estimate	658,602	6,495,978
Population, 2010 (April 1) estimates base	626,684	6,346,113
Population, percent change, April 1, 2010 to July 1, 2013	5.1%	2.4%
Population, 2010	626,681	6,346,105
Persons under 5 years, percent, 2013	7.0%	6.2%
Persons under 18 years, percent, 2013	21.6%	23.0%
Persons 65 years and over, percent, 2013	10.9%	14.7%
Female persons, percent, 2013	51.7%	51.2%
-----		
White alone, percent, 2013 (a)	65.8%	79.1%
Black or African American alone, percent, 2013 (a)	28.1%	17.0%
American Indian and Alaska Native alone, percent, 2013 (a)	0.5%	0.4%
Asian alone, percent, 2013 (a)	3.2%	1.6%
Native Hawaiian and Other Pacific Islander alone, percent, 2013 (a)	0.1%	0.1%
Two or More Races, percent, 2013	2.3%	1.7%
Hispanic or Latino, percent, 2013 (b)	9.9%	4.9%
White alone, not Hispanic or Latino, percent, 2013	57.1%	74.9%



2. 2010-2012 American Community Survey 3-Year Estimates for the employable Black/African American population in Davidson County.

U.S. Census Bureau



B23002B

**SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER (BLACK OR AFRICAN AMERICAN ALONE)**  
 Universe: Black or African American alone population 16 years and over  
 2010-2012 American Community Survey 3-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

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Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

	Davidson County, Tennessee	
	Estimate	Margin of Error
Total:	134,114	+/-816
Male:	59,984	+/-629
16 to 19 years:	5,948	+/-393
In labor force:	2,154	+/-344
In Armed Forces	0	+/-118
Civilian:	2,154	+/-344
Employed	1,447	+/-345
Unemployed	707	+/-220
Not in labor force	3,794	+/-449
20 to 24 years:	7,543	+/-196
In labor force:	5,021	+/-468
In Armed Forces	0	+/-118
Civilian:	5,021	+/-468
Employed	4,061	+/-503
Unemployed	960	+/-352
Not in labor force	2,522	+/-448
25 to 54 years:	33,632	+/-334
In labor force:	26,642	+/-744
In Armed Forces	45	+/-43
Civilian:	26,597	+/-752
Employed	22,821	+/-815
Unemployed	3,776	+/-574
Not in labor force	6,990	+/-672
55 to 64 years:	7,920	+/-121
In labor force:	4,894	+/-346
In Armed Forces	0	+/-118
Civilian:	4,894	+/-346
Employed	4,299	+/-365
Unemployed	595	+/-249
Not in labor force	3,026	+/-305
65 to 69 years:	1,933	+/-235
In labor force:	588	+/-190
Employed	525	+/-201
Unemployed	63	+/-63
Not in labor force	1,345	+/-228
70 years and over:	3,008	+/-237

	Davidson County, Tennessee	
	Estimate	Margin of Error
In labor force:	516	+/-171
Employed	453	+/-152
Unemployed	63	+/-59
Not in labor force	2,492	+/-285
Female:	74,130	+/-450
16 to 19 years:	6,160	+/-307
In labor force:	2,027	+/-397
In Armed Forces	0	+/-118
Civilian:	2,027	+/-397
Employed	1,330	+/-362
Unemployed	697	+/-204
Not in labor force	4,133	+/-449
20 to 24 years:	8,798	+/-204
In labor force:	6,661	+/-495
In Armed Forces	0	+/-118
Civilian:	6,661	+/-495
Employed	5,196	+/-547
Unemployed	1,465	+/-384
Not in labor force	2,137	+/-466
25 to 54 years:	41,335	+/-236
In labor force:	34,263	+/-789
In Armed Forces	42	+/-38
Civilian:	34,221	+/-789
Employed	30,091	+/-872
Unemployed	4,130	+/-686
Not in labor force	7,072	+/-810
55 to 64 years:	9,863	+/-47
In labor force:	6,826	+/-464
In Armed Forces	0	+/-118
Civilian:	6,826	+/-464
Employed	6,492	+/-451
Unemployed	334	+/-143
Not in labor force	3,037	+/-461
65 to 69 years:	2,274	+/-292
In labor force:	575	+/-190
Employed	543	+/-188
Unemployed	32	+/-38
Not in labor force	1,699	+/-249
70 years and over:	5,700	+/-300
In labor force:	429	+/-191
Employed	333	+/-167
Unemployed	96	+/-90
Not in labor force	5,271	+/-381

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

While the 2010-2012 American Community Survey (ACS) data generally reflect the December 2009 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2000 data. Boundaries for urban areas have not been updated since Census 2000. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

3. 2010-2012 American Community Survey 3-Year Estimates for the employable Hispanic/Latino Population in Davidson County.

U.S. Census Bureau



B23002I

**SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER (HISPANIC OF LATINO)**  
 Universe: Hispanic or Latino population 16 years and over  
 2010-2012 American Community Survey 3-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

	Davidson County, Tennessee	
	Estimate	Margin of Error
Total:	41,980	+/-217
Male:	23,515	+/-179
16 to 19 years:	1,777	+/-179
In labor force:	912	+/-247
In Armed Forces	0	+/-118
Civilian:	912	+/-247
Employed	768	+/-230
Unemployed	144	+/-115
Not in labor force	865	+/-211
20 to 24 years:	3,334	*****
In labor force:	3,139	+/-132
In Armed Forces	0	+/-118
Civilian:	3,139	+/-132
Employed	2,855	+/-204
Unemployed	284	+/-186
Not in labor force	195	+/-132
25 to 54 years:	16,740	*****
In labor force:	15,829	+/-335
In Armed Forces	13	+/-21
Civilian:	15,816	+/-335
Employed	15,185	+/-478
Unemployed	631	+/-271
Not in labor force	911	+/-335
55 to 64 years:	1,136	*****
In labor force:	972	+/-123
In Armed Forces	0	+/-118
Civilian:	972	+/-123
Employed	833	+/-193
Unemployed	139	+/-136
Not in labor force	164	+/-124
65 to 69 years:	246	+/-158
In labor force:	23	+/-40
Employed	23	+/-40
Unemployed	0	+/-118
Not in labor force	223	+/-160
70 years and over:	282	+/-158

	Davidson County, Tennessee	
	Estimate	Margin of Error
In labor force:	181	+/-144
Employed	181	+/-144
Unemployed	0	+/-118
Not in labor force	101	+/-90
Female:	18,465	+/-116
16 to 19 years:	1,859	+/-116
In labor force:	729	+/-219
In Armed Forces	0	+/-118
Civilian:	729	+/-219
Employed	492	+/-234
Unemployed	237	+/-148
Not in labor force	1,130	+/-231
20 to 24 years:	2,451	*****
In labor force:	1,531	+/-277
In Armed Forces	0	+/-118
Civilian:	1,531	+/-277
Employed	1,166	+/-274
Unemployed	365	+/-207
Not in labor force	920	+/-277
25 to 54 years:	12,529	*****
In labor force:	7,520	+/-646
In Armed Forces	0	+/-118
Civilian:	7,520	+/-646
Employed	6,803	+/-686
Unemployed	717	+/-286
Not in labor force	5,009	+/-646
55 to 64 years:	1,025	*****
In labor force:	599	+/-200
In Armed Forces	0	+/-118
Civilian:	599	+/-200
Employed	533	+/-165
Unemployed	66	+/-112
Not in labor force	426	+/-200
65 to 69 years:	380	+/-2
In labor force:	65	+/-68
Employed	65	+/-68
Unemployed	0	+/-118
Not in labor force	315	+/-68
70 years and over:	221	+/-4
In labor force:	60	+/-57
Employed	60	+/-57
Unemployed	0	+/-118
Not in labor force	161	+/-57

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

While the 2010-2012 American Community Survey (ACS) data generally reflect the December 2009 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2000 data. Boundaries for urban areas have not been updated since Census 2000. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

4. 2010-2012 American Community Survey 3-Year Estimates for employable Asian population in Davidson County

U.S. Census Bureau



B23002D

SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER (ASIAN ALO

Universe: Asian alone population 16 years and over  
2010-2012 American Community Survey 3-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

	Davidson County, Tennessee	
	Estimate	Margin of Error
Total:	15,586	+/-476
Male:	7,547	+/-343
16 to 19 years:	631	+/-173
In labor force:	326	+/-163
In Armed Forces	0	+/-118
Civilian:	326	+/-163
Employed	222	+/-102
Unemployed	104	+/-103
Not in labor force	305	+/-112
20 to 24 years:	718	+/-170
In labor force:	448	+/-137
In Armed Forces	0	+/-118
Civilian:	448	+/-137
Employed	440	+/-132
Unemployed	8	+/-15
Not in labor force	270	+/-120
25 to 54 years:	4,852	+/-259
In labor force:	4,247	+/-332
In Armed Forces	0	+/-118
Civilian:	4,247	+/-332
Employed	3,761	+/-342
Unemployed	486	+/-226
Not in labor force	605	+/-204
55 to 64 years:	750	+/-60
In labor force:	599	+/-100
In Armed Forces	0	+/-118
Civilian:	599	+/-100
Employed	599	+/-100
Unemployed	0	+/-118
Not in labor force	151	+/-103
65 to 69 years:	183	+/-102
In labor force:	29	+/-35
Employed	29	+/-35
Unemployed	0	+/-118
Not in labor force	154	+/-97
70 years and over:	413	+/-100

	Davidson County, Tennessee	
	Estimate	Margin of Error
In labor force:	113	+/-88
Employed	113	+/-88
Unemployed	0	+/-118
Not in labor force	300	+/-115
Female:	8,039	+/-264
16 to 19 years:	612	+/-175
In labor force:	125	+/-89
In Armed Forces	0	+/-118
Civilian:	125	+/-89
Employed	125	+/-89
Unemployed	0	+/-118
Not in labor force	487	+/-141
20 to 24 years:	865	+/-169
In labor force:	427	+/-160
In Armed Forces	0	+/-118
Civilian:	427	+/-160
Employed	416	+/-161
Unemployed	11	+/-18
Not in labor force	438	+/-159
25 to 54 years:	5,026	+/-202
In labor force:	3,536	+/-333
In Armed Forces	22	+/-36
Civilian:	3,514	+/-336
Employed	3,347	+/-343
Unemployed	167	+/-92
Not in labor force	1,490	+/-309
55 to 64 years:	885	+/-44
In labor force:	571	+/-146
In Armed Forces	0	+/-118
Civilian:	571	+/-146
Employed	495	+/-169
Unemployed	76	+/-119
Not in labor force	314	+/-136
65 to 69 years:	300	+/-71
In labor force:	77	+/-73
Employed	77	+/-73
Unemployed	0	+/-118
Not in labor force	223	+/-80
70 years and over:	351	+/-70
In labor force:	15	+/-24
Employed	0	+/-118
Unemployed	15	+/-24
Not in labor force	336	+/-69

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

While the 2010-2012 American Community Survey (ACS) data generally reflect the December 2009 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2000 data. Boundaries for urban areas have not been updated since Census 2000. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

5. 2010-2012 American Community Survey 3-Year Estimates for employable White (Only) populations in Davidson County.

U.S. Census Bureau



B23002A SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER (WHITE ALONE)

Universe: White alone population 16 years and over  
2010-2012 American Community Survey 3-Year Estimates

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Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

	Davidson County, Tennessee	
	Estimate	Margin of Error
Total:	331,881	+/-2,303
Male:	160,476	+/-1,463
16 to 19 years:	8,124	+/-375
In labor force:	3,344	+/-446
In Armed Forces	0	+/-118
Civilian:	3,344	+/-446
Employed	2,434	+/-403
Unemployed	910	+/-249
Not in labor force	4,780	+/-462
20 to 24 years:	15,224	+/-447
In labor force:	11,845	+/-670
In Armed Forces	15	+/-26
Civilian:	11,830	+/-669
Employed	10,233	+/-701
Unemployed	1,597	+/-397
Not in labor force	3,379	+/-480
25 to 54 years:	92,216	+/-977
In labor force:	82,682	+/-1,418
In Armed Forces	164	+/-84
Civilian:	82,518	+/-1,413
Employed	77,825	+/-1,533
Unemployed	4,693	+/-608
Not in labor force	9,534	+/-988
55 to 64 years:	23,858	+/-213
In labor force:	17,298	+/-664
In Armed Forces	0	+/-118
Civilian:	17,298	+/-664
Employed	16,124	+/-660
Unemployed	1,174	+/-304
Not in labor force	6,560	+/-616
65 to 69 years:	7,129	+/-424
In labor force:	3,036	+/-419
Employed	2,888	+/-416
Unemployed	148	+/-81
Not in labor force	4,093	+/-387
70 years and over:	13,925	+/-420

	Davidson County, Tennessee	
	Estimate	Margin of Error
In labor force:	2,452	+/-380
Employed	2,288	+/-377
Unemployed	164	+/-85
Not in labor force	11,473	+/-471
Female:	171,405	+/-1,137
16 to 19 years:	7,877	+/-339
In labor force:	3,144	+/-435
In Armed Forces	0	+/-118
Civilian:	3,144	+/-435
Employed	2,410	+/-422
Unemployed	734	+/-256
Not in labor force	4,733	+/-454
20 to 24 years:	16,117	+/-271
In labor force:	11,784	+/-561
In Armed Forces	0	+/-118
Civilian:	11,784	+/-561
Employed	10,845	+/-593
Unemployed	939	+/-282
Not in labor force	4,333	+/-591
25 to 54 years:	90,750	+/-756
In labor force:	69,969	+/-1,366
In Armed Forces	9	+/-14
Civilian:	69,960	+/-1,368
Employed	64,944	+/-1,350
Unemployed	5,016	+/-684
Not in labor force	20,781	+/-1,441
55 to 64 years:	25,921	+/-170
In labor force:	16,003	+/-767
In Armed Forces	0	+/-118
Civilian:	16,003	+/-767
Employed	14,957	+/-773
Unemployed	1,046	+/-257
Not in labor force	9,918	+/-764
65 to 69 years:	7,890	+/-502
In labor force:	2,833	+/-366
Employed	2,662	+/-340
Unemployed	171	+/-90
Not in labor force	5,057	+/-507
70 years and over:	22,850	+/-496
In labor force:	1,984	+/-296
Employed	1,938	+/-295
Unemployed	46	+/-44
Not in labor force	20,866	+/-568

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

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6. 2010-2012 American Community Survey 3-Year Estimates for all employable residents of Davidson County.



B23001 SEX BY AGE BY EMPLOYMENT STATUS FOR THE POPULATION 16 YEARS AND OVER

Universe: Population 16 years and over  
2010-2012 American Community Survey 3-Year Estimates

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	Davidson County, Tennessee	
	Estimate	Margin of Error
Total:	511,368	+/-587
Male:	243,883	+/-479
16 to 19 years:	15,723	+/-556
In labor force:	6,321	+/-602
In Armed Forces	0	+/-118
Civilian:	6,321	+/-602
Employed	4,543	+/-562
Unemployed	1,778	+/-349
Not in labor force	9,402	+/-631
20 and 21 years:	10,275	+/-951
In labor force:	7,096	+/-925
In Armed Forces	0	+/-118
Civilian:	7,096	+/-925
Employed	5,930	+/-869
Unemployed	1,166	+/-406
Not in labor force	3,179	+/-530
22 to 24 years:	15,210	+/-946
In labor force:	12,011	+/-933
In Armed Forces	15	+/-26
Civilian:	11,996	+/-932
Employed	10,403	+/-845
Unemployed	1,593	+/-442
Not in labor force	3,199	+/-501
25 to 29 years:	30,138	+/-43
In labor force:	26,694	+/-566
In Armed Forces	110	+/-90
Civilian:	26,584	+/-582
Employed	24,326	+/-733
Unemployed	2,258	+/-491
Not in labor force	3,444	+/-576
30 to 34 years:	27,154	+/-103
In labor force:	24,964	+/-415
In Armed Forces	65	+/-53
Civilian:	24,899	+/-417
Employed	22,937	+/-566
Unemployed	1,962	+/-434

	Davidson County, Tennessee	
	Estimate	Margin of Error
Not in labor force	2,190	+/-389
35 to 44 years:	44,021	+/-118
In labor force:	39,237	+/-678
In Armed Forces	93	+/-61
Civilian:	39,144	+/-673
Employed	36,702	+/-809
Unemployed	2,442	+/-435
Not in labor force	4,784	+/-678
45 to 54 years:	40,858	+/-99
In labor force:	33,302	+/-728
In Armed Forces	0	+/-118
Civilian:	33,302	+/-728
Employed	30,386	+/-812
Unemployed	2,916	+/-493
Not in labor force	7,556	+/-718
55 to 59 years:	19,018	+/-777
In labor force:	14,641	+/-816
In Armed Forces	0	+/-118
Civilian:	14,641	+/-816
Employed	13,436	+/-836
Unemployed	1,205	+/-302
Not in labor force	4,377	+/-650
60 and 61 years:	5,736	+/-623
In labor force:	3,964	+/-513
In Armed Forces	0	+/-118
Civilian:	3,964	+/-513
Employed	3,686	+/-504
Unemployed	278	+/-110
Not in labor force	1,772	+/-351
62 to 64 years:	8,635	+/-596
In labor force:	4,873	+/-489
In Armed Forces	0	+/-118
Civilian:	4,873	+/-489
Employed	4,543	+/-491
Unemployed	330	+/-164
Not in labor force	3,762	+/-482
65 to 69 years:	9,539	+/-477
In labor force:	3,711	+/-465
Employed	3,500	+/-460
Unemployed	211	+/-109
Not in labor force	5,828	+/-458
70 to 74 years:	6,681	+/-460
In labor force:	1,828	+/-311
Employed	1,720	+/-307
Unemployed	108	+/-62
Not in labor force	4,853	+/-472
75 years and over:	10,895	+/-122
In labor force:	1,293	+/-289
Employed	1,174	+/-280
Unemployed	119	+/-84
Not in labor force	9,602	+/-263
Female:	267,485	+/-387
16 to 19 years:	15,926	+/-418
In labor force:	5,714	+/-592
In Armed Forces	0	+/-118
Civilian:	5,714	+/-592
Employed	4,126	+/-566
Unemployed	1,588	+/-307
Not in labor force	10,212	+/-632