

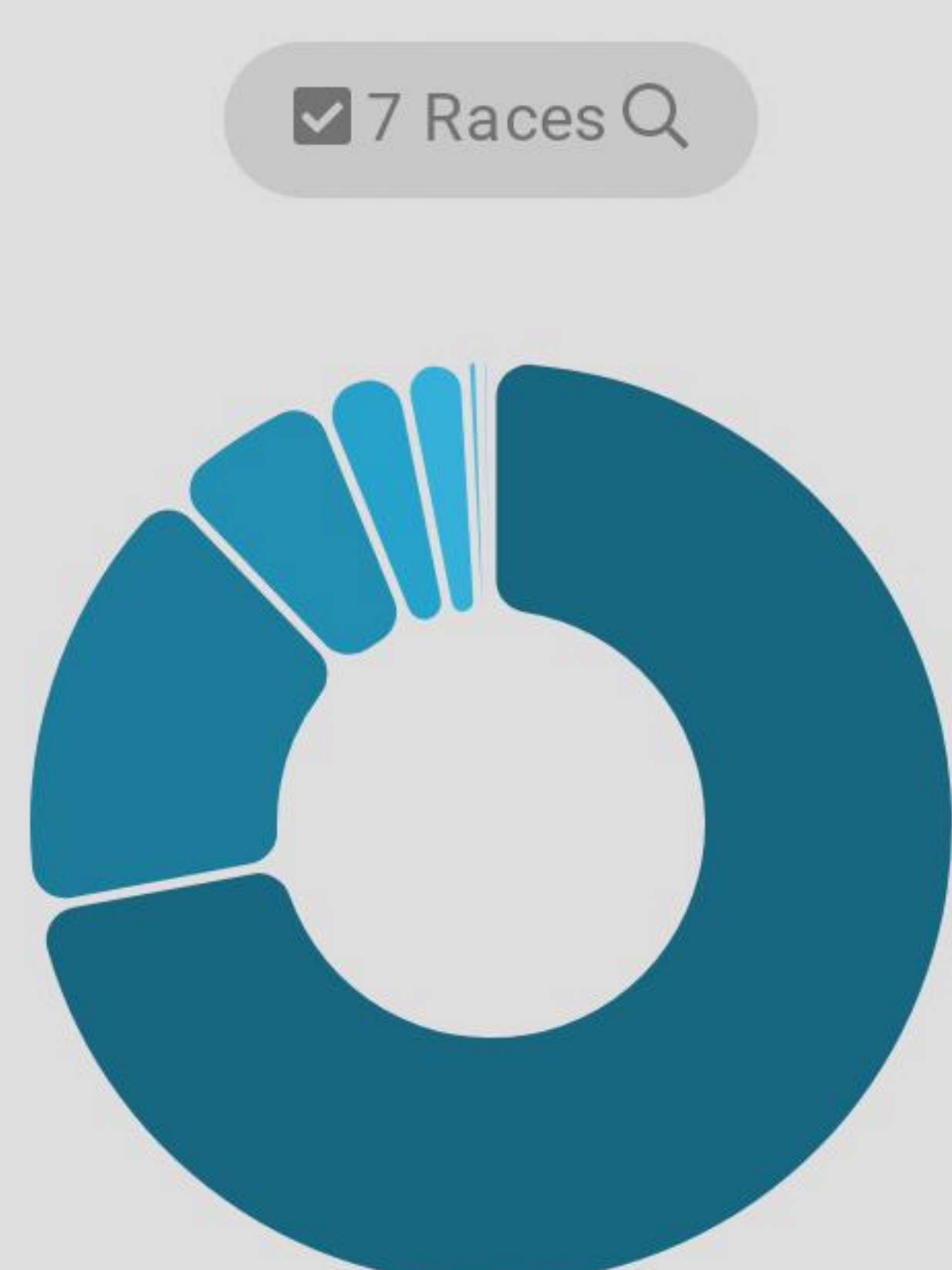
In the Nashville region, Black or African-American people represent 15.8% of the workforce but hold only 8.6% of the managerial jobs.

Nashville also lags behind peer cities with representation in management roles.

This is one of the gaps that The Table wants to eliminate.

Data source: Emsi Occupational Snapshot Report, Q2 2022 Data Set

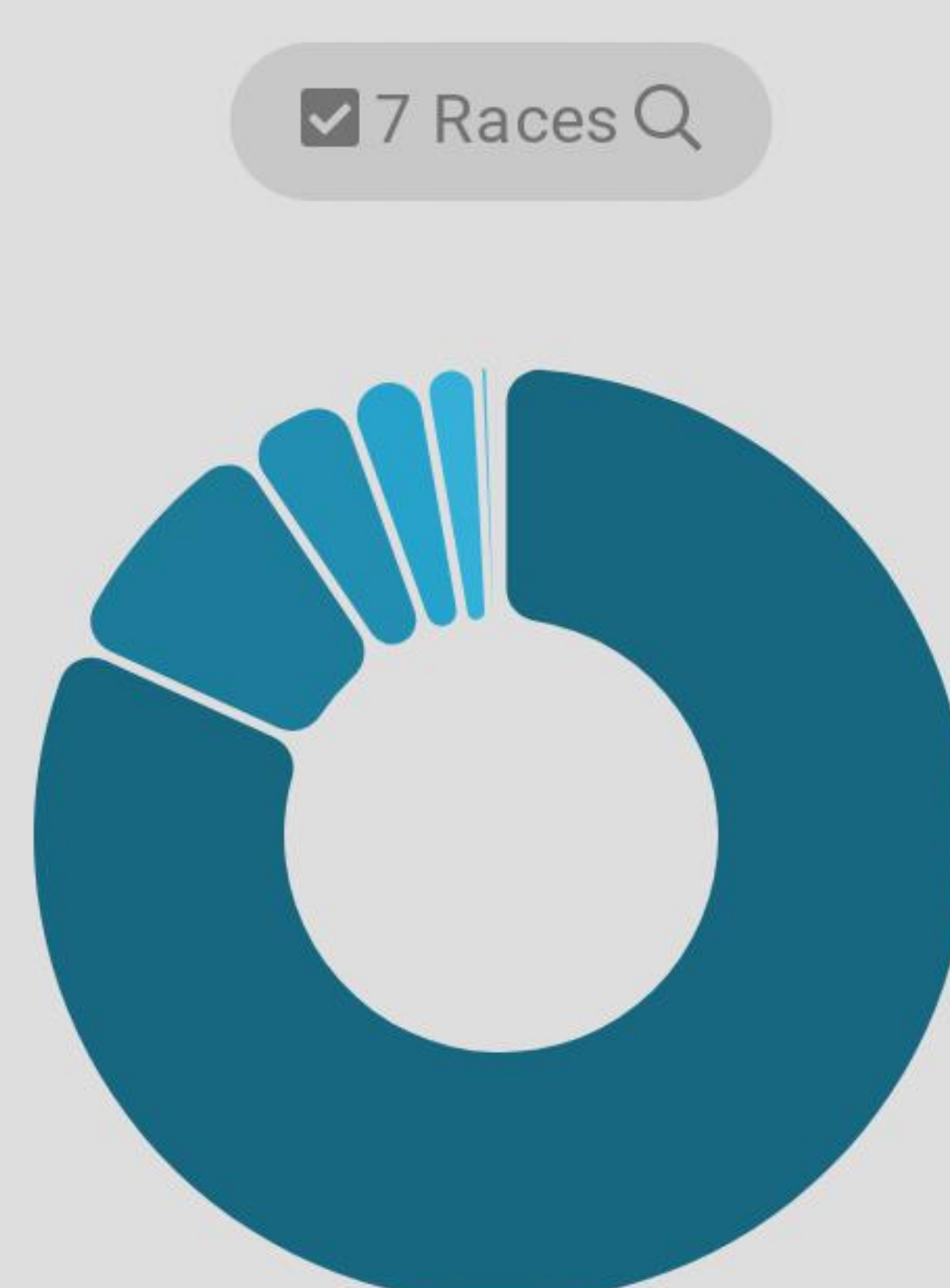
Composition of Nashville's Workforce



Top Races by # All Occupation

White	73.3%
Black/African-American	15.8%
Hispanic/Latino	5.8%
Asian	2.8%
Two or More	2.0%
American Indian / Alaskan Native	<1%
Native Hawaiian / Other Pacific Islander	<1%

...and by Managerial Occupations



Top Races by # Managerial Occupation

White	83.4%
Black/African-American	8.6%
Hispanic/Latino	3.7%
Asian	2.5%
Two or More	1.7%
American Indian / Alaskan Native	<1%
Native Hawaiian / Other Pacific Islander	<1%

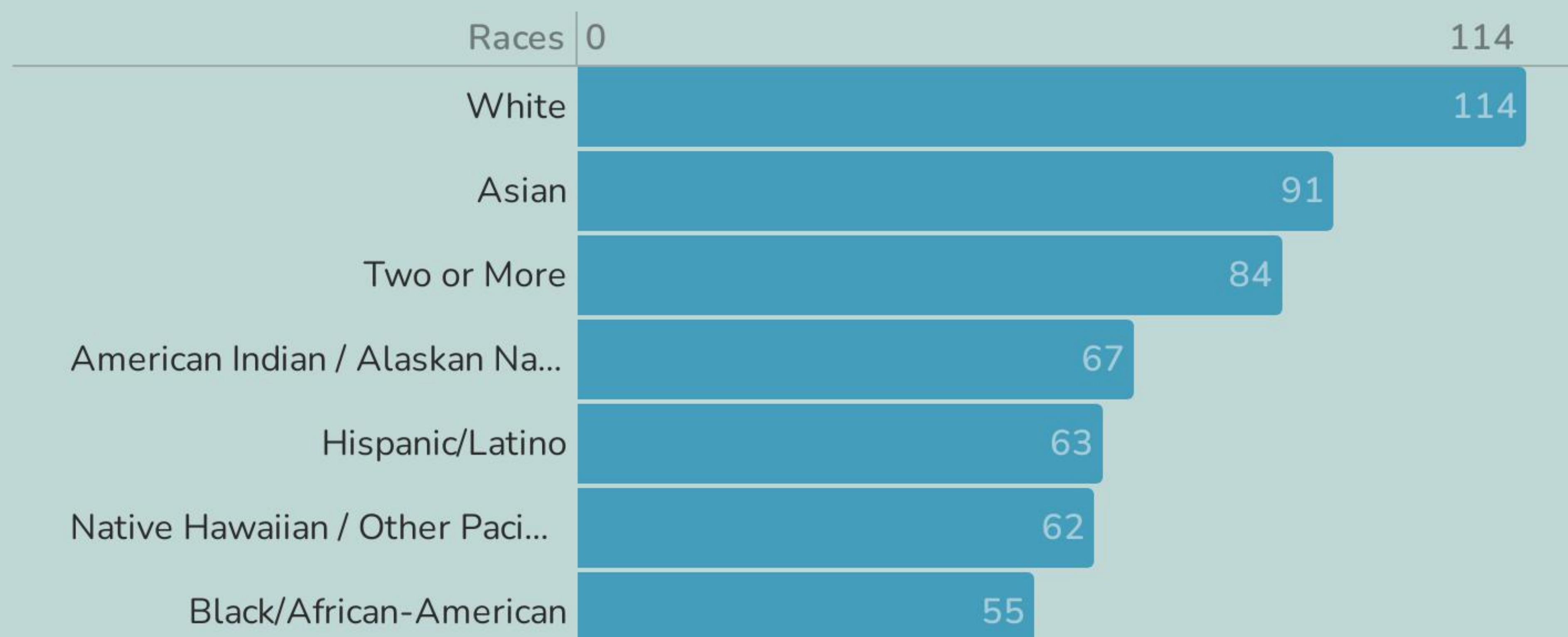
Managerial Occupation Index represents the relative employment in managerial positions compared to the overall workforce.

An index over 100 means that this racial segment represents a larger portion of management than their overall percentage of the workforce. Below 100 means they are under-represented.

For example, the White Index of **114** is calculated as follows:

83.4% of people in management roles are white *divided by* 73.3% of the workforce is white.

Managerial Occupation Index by Race



Nashville is lagging behind peer cities (and the National Average) in **Managerial Occupation Index**

5 Locations

	# Index - Black/AA	# Index - Hispanic/Latino
Austin	66	73
USA	59	68
Charlotte	57	67
Denver	55	Nashville 63
Nashville	55	Denver 60