

The Table Impact Report

An Introduction

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The Table's goal is to make Nashville the model city for equity and inclusiveness by taking action to create opportunities to grow prosperity for people of color.

To achieve this, we need to create opportunities for people of color to be in leadership and management roles. The economic data indicates there are currently significant gaps:

For all workers:

- 1 in 11 Whites are in management roles
- 1 in 22 Blacks are in management roles

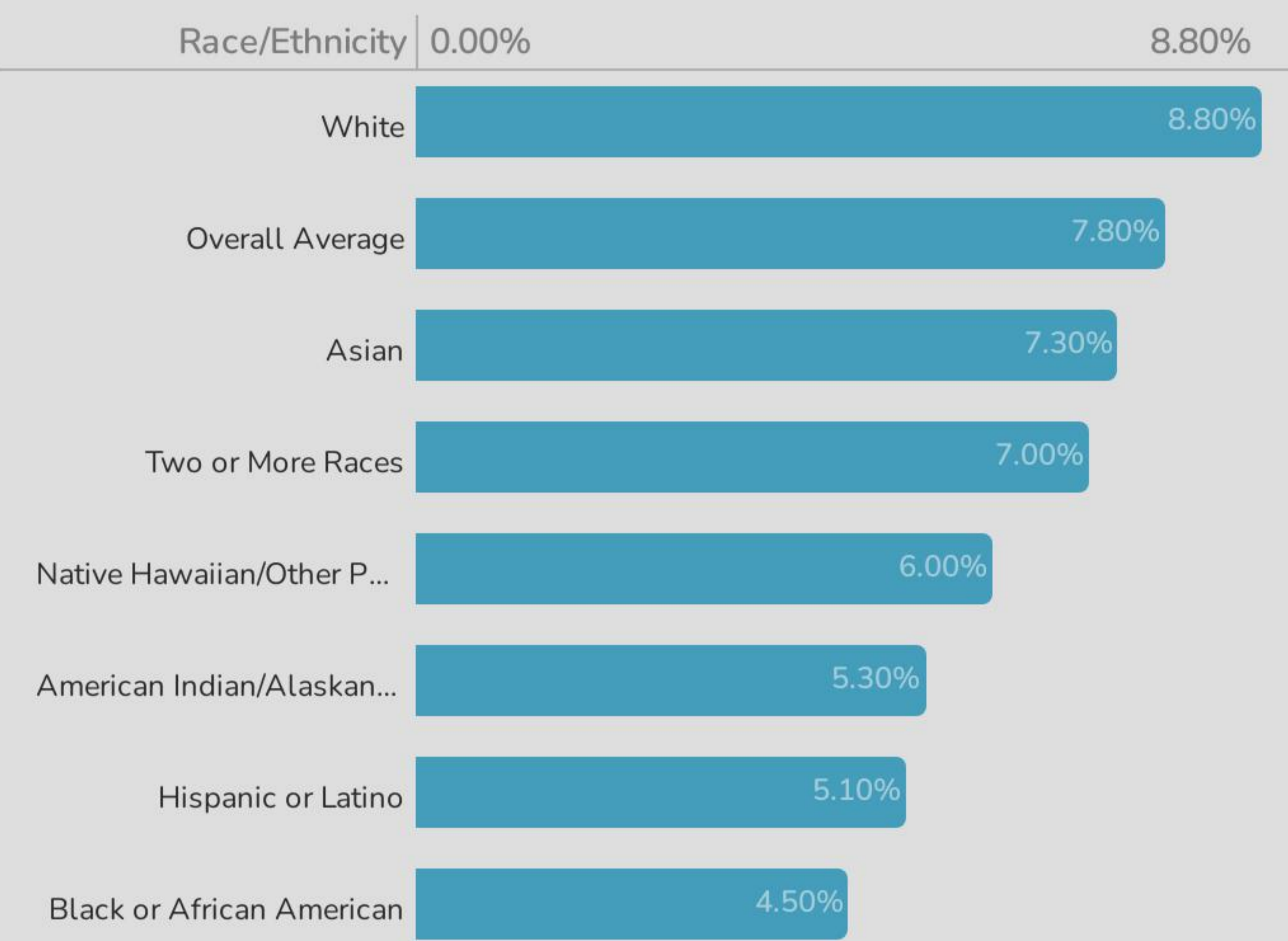
This gap is not explained by education attainment.

For only college-educated workers:

- 1 in 5 Whites are in management roles
- 1 in 9 Blacks are in management roles

Let us show you the evidence...

Minorities lag in their expected representation within **Managerial Occupations as % of All Occupations**. While 8.8% of White workers are managers, only 4.5% of Black workers are managers.



And in other cities like ours we are falling behind in this equity measure. In Nashville, only 17% of managers are Non-White while Austin has more than twice the representation at 38%.

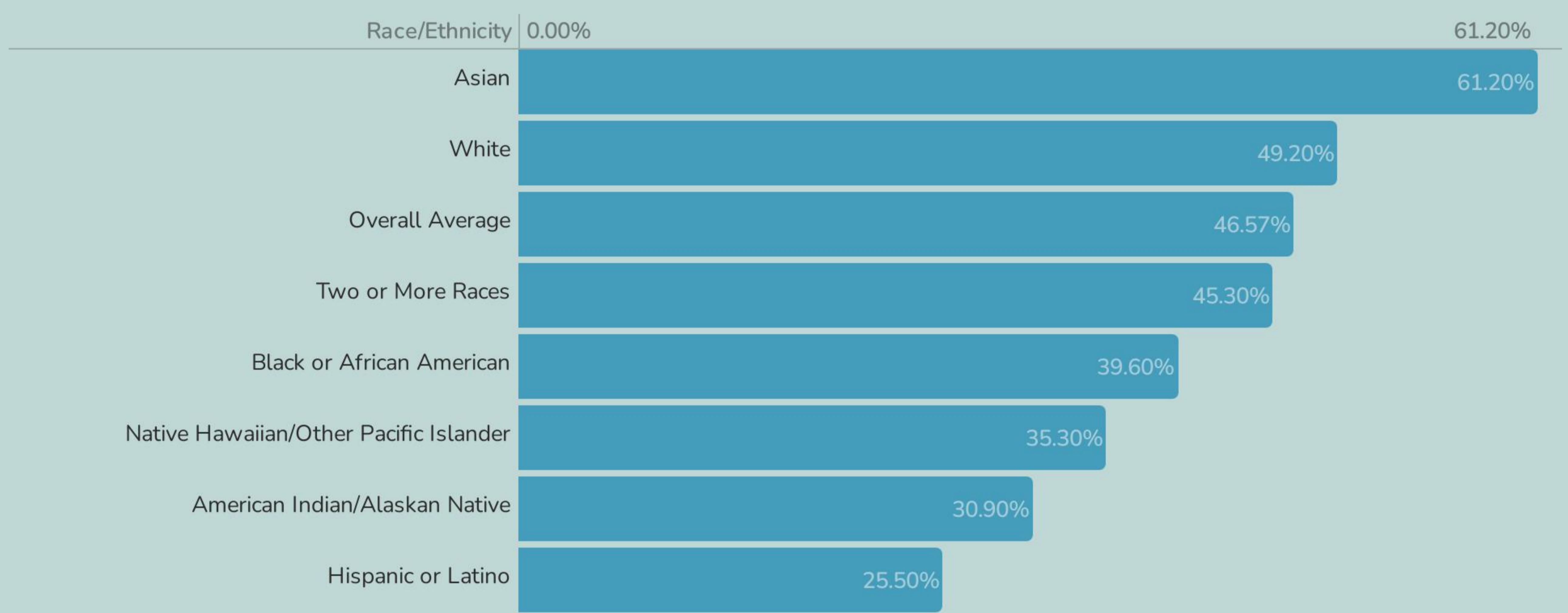
6 Locations

% Non-White % Manager	% Black % Managers	% Hispanic /Latino %...	% Asian % Managers
Austin 38%	Charl... 13%	United States 13%	Austin 6%
United States 26%	Tenne... 10%	Denver 12%	Charlotte 4%
Charl... 25%	Nashville 9%	Austin 6%	Denver 4%
Denver 21%	United States 8%	Charlotte 6%	Nashville 3%
Tenne... 18%	Austin 6%	Nashville 4%	Tenness... 2%
Nashv... 17%	Denver 3%	Tenness... 4%	United States 2%

Can this be explained by educational gaps?

We know that educational attainment has a relationship to income-levels and career advancement

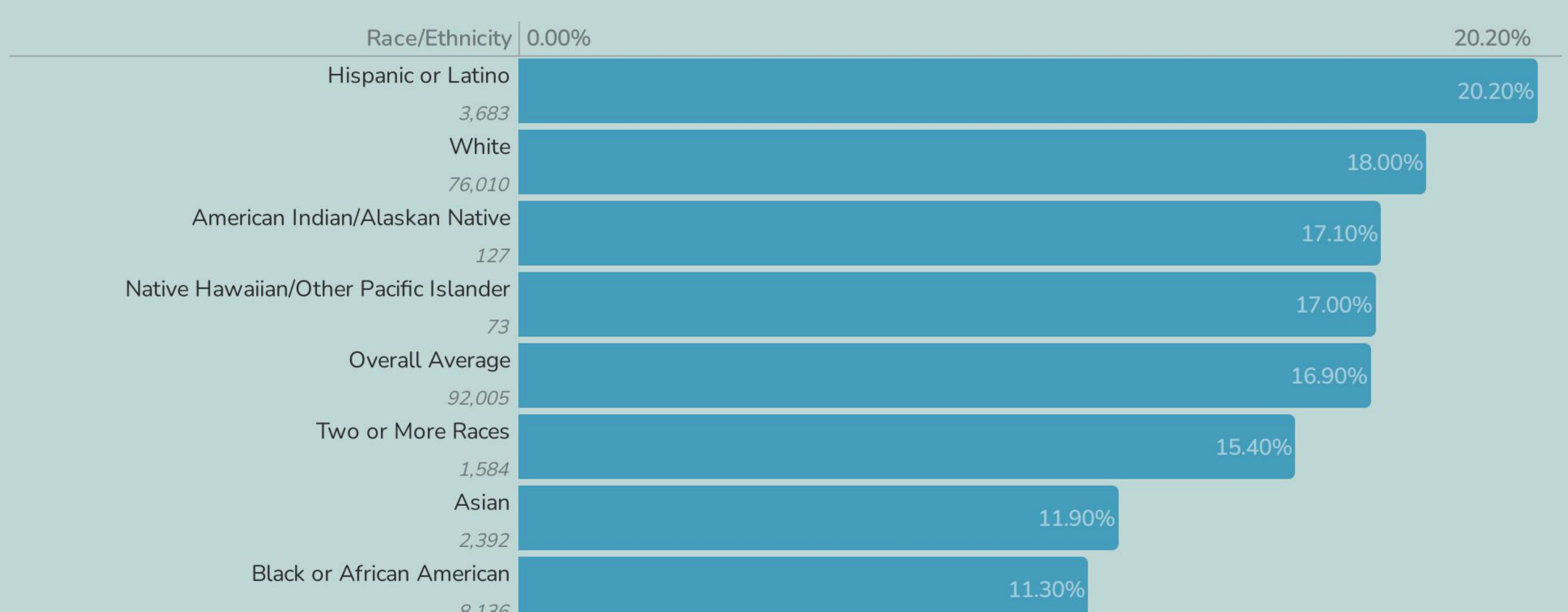
Furthermore, we find that minorities in Middle Tennessee lag in educational attainment as measured by **college degrees as a percentage of the overall race/ethnicity population**



However, the gaps in educational attainment are much smaller than the gap in management roles. For example:

- Whites are **20% more likely to get a college degree** than Blacks;
- Whites with college degrees are **60% more likely to get a management role** than college-educated Blacks.

Number of people in management roles as a percentages of people with college degrees



When we look at these pieces together, we see wide variance by race/ethnicity in management roles, college degrees, and the ability to achieve management-level roles through educational attainment. For example, you can see:

1. The Asian population has a high-level of college degrees but a low portion of those people are in management roles
2. The Black or African American population is slightly below the average % college degrees, but are far below the average for management roles.

% in Managerial Occupations	% with College Degree	% College Educated in Management Roles
White 8.80%	Asian 61.20%	Hispanic or Latino 20.20%
Overall Average 7.80%	White 49.20%	White 18.00%
Asian 7.30%	Overall Average 46.57%	American Indian/Alaskan Native 17.10%
Two or More Races 7.00%	Two or More Races 45.30%	Native Hawaiian/Other Pacific Islander 17.00%
Native Hawaiian/Other Pacific Islander 6.00%	Black or African American 39.60%	Overall Average 16.90%
American Indian/Alaskan Native 5.30%	Native Hawaiian/Other Pacific Islander 35.30%	Two or More Races 15.40%
Hispanic or Latino 5.10%	American Indian/Alaskan Native 30.90%	Asian 11.90%
Black or African American 4.50%	Hispanic or Latino 25.50%	Black or African American 11.30%