



Nashville Organized for Action and Hope | PO Box 331144 | Nashville, TN 37203

AFFORDABLE HOUSING AND GENTRIFICATION

What's the Problem?

- 52 percent of renters in Davidson County are cost-burdened, meaning more than 30 percent of their income goes toward housing. One-third of Nashville homeowners are cost-burdened.
- 92,000 households in Nashville were cost-burdened in 2012.
- Public housing has a 3,000-person, closed waiting list, and Section 8 housing has a 10,000-person, closed waiting list.
- Housing is increasingly unaffordable in some Nashville neighborhoods. Between 2000 and 2012, for example, the 12South area saw a 269 percent increase in average housing costs.

Why Should We Care?

- Nashville is a city that prides itself on hospitality and welcoming millions of tourists a year, yet many of our public servants – police officers, teachers and firefighters – can't afford to live here and must commute to work from other counties.
- Taxpaying citizens are being driven out of their neighborhoods as their communities' character and vibrancy are destroyed.
- All voices should be heard in planning Nashville's future housing solutions.
- Nashville might be the "It City" of the moment, but only when we make it *our* city will we really have something to brag about.

What Should Be Done?

- Identify a source of recurring funding for the Barnes Housing Trust Fund to generate at least \$20 million per year.
- Adopt an inclusionary housing ordinance that requires developers to include a certain percentage of affordable housing in every development or pay fees to the Barnes Fund.
- Repurpose tax-increment and other public funding for affordable housing development.
- Prevent displacement through home repair assistance, property tax relief for longtime residents, homeowner education and other efforts.
- Create a well-staffed Mayor's Office of Affordable Housing with voting representatives of NOAH and other community groups on its governing board, to insure accountability for affordable housing needs.



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CRIMINAL JUSTICE

What's the Problem?

- The Davidson County Sheriff's Office houses approximately 1,800 inmates in the Metro Jail at any one time. These inmates overwhelmingly are male, and a majority are African-American.
- 25 percent of inmates are mentally ill; 90 percent need drug and alcohol treatment.
- These incarcerations – 46,000 in all – cost our community about \$64 million annually.
- 65 percent of misdemeanor citation cases in 2013 were related to driver's license issues.
- In 2013, 39 percent of vehicle stops by Metro Police involved African-Americans, though only 28 percent of Nashville residents are African-American.
- More than half of all adult drug arrests in Nashville involve African-Americans (28 percent of residents), despite national studies showing blacks and whites use drugs at similar rates.
- In 2013, 44 percent of MNPS students were African-American, but 72 percent of out-of-school suspensions and 77 percent of expulsions were of African-American students.
- These suspensions and expulsions, including 458 out-of-school suspensions of kindergarteners, overwhelmingly are for nonviolent violations of school rules.

Why Should We Care?

- Massive numbers of drivers license offenses burden the public defender's office, the district attorney's office and General Sessions staff and create a spiral of poverty due to excessive fines.
- Ex-offenders leaving jail face restrictions on obtaining an ID and finding employment, creating additional hurdles that ultimately land them back in custody.
- School suspension patterns replicate themselves as children grow older. A black male born in 2001 now has a one-in-three chance of going to prison at some point in his life, while a Latino male faces a one-in-six risk of the same fate.

What Should Be Done?

Economic Justice

- Develop alternatives to incarceration that incorporate services and training in mental health, addiction, domestic violence, children and youth, and homelessness.
- Use civil enforcement, like tickets, instead of a criminal citation or arrest, when appropriate.
- Strengthen re-entry services to aid persons in getting jobs and housing.

Social Justice

- Address racial disparities and improve transparency regarding police stops and drug arrests.
- Create a citizen review board to monitor public concerns with the criminal justice system.
- Adopt officer training for de-escalation, cultural awareness and extreme situational awareness.

Juvenile Justice

- Address racial disparities in school suspensions and referrals to Juvenile Court.
- Establish a problem-solving center for youth issues to provide immediate intervention, assessment and services to keep kids out of the juvenile justice system.
- Establish standardized, appropriate guidelines for school suspensions, and train school resource officers and principals about their roles in making referrals to Juvenile Court.
- Create an automatic trigger for assessment of needs of students who are at-risk of suspension.





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ECONOMIC EQUITY AND JOBS

What's the Problem?

- According to the 2013 Community Needs Evaluation (Metro Social Services), Nashville's economic development has grown by 58 percent since 2002. During the same period, poverty has risen by 42 percent, including major poverty growth in 16 of 35 Council districts near our urban core.
- 20 percent of Nashville residents currently live at or below the poverty level.
- Metro offers millions in tax incentives to companies to expand or relocate in Nashville; but often the details of such deals, including jobs created and training provided for local residents, are not clear.
- By the year 2019, Nashville has a projected growth in new job creation of 115,000 jobs. Yet the Nashville Chamber of Commerce reports there are not enough skilled workers to fill these jobs.

Why Should We Care?

- Growth and prosperity are not being shared in an equitable fashion and have been causing the formation of two Nashvilles within one city. The rise in poverty has consolidated deeper within pockets of our geographical boundaries.
- Low workforce participation in distressed neighborhoods often removes residents from informal networks that lead to career jobs with living wage pay. Nashville's economic growth has not alleviated these problems.
- As public investors in the city of Nashville, residents have a vested interest in knowing the return on investments for publicly funded projects.

What Should Be Done?

- Publish yearly audits of all tax and financial incentives for public development that show money received, jobs created, pay and benefits of said jobs, and the distribution of jobs.
- Institute practices that require publicly assisted construction projects to use Davidson County residents for a majority of the work hours, provide high-quality training programs, and support employers who pay a living wage and treat workers fairly.
- Prioritize neighborhood accessible job training programs for current residents to fill immediate job needs in the city, with training that corresponds with local living wage jobs in demand (i.e. healthcare, information technology, financial services, hospitality, etc.).
- Attach specific, tangible and measurable community benefits packages to development projects in high poverty areas that will aid low and middle income residents through equitable neighborhood economic development (ex. Implementing a community benefit agreements within the bidding process).
- Expand the Mayor's Office of Economic and Community Development to include a task force to lead a community-wealth building initiative for low- and middle-income residents by reviewing equitable development models and building on employee-owned, co-operative businesses.