

HEAR WHAT
GOVERNMENT AND
BUSINESS LEADERS
HAVE TO SAY

"I think, as we continue to try to make Charleston a great place to work, live and visit, we sat down and tried to think of ways to do this. One way is letting gays and lesbians know they are welcome and protected here."

- **Councilmember Marc Weintraub**, Charleston, WV, on the recent passage of a GLBT-inclusive non-discrimination ordinance. (Charleston Daily Mail, August 21, 2007).

"As the ninth-largest city in the United States, Dallas is a richly diverse city with a melting pot of cultures and creativity. Professionals from all backgrounds continue to choose Dallas as a place to live because of our sensible cost of living and because our city is filled with opportunity, optimism, and an outpouring of hospitality. This is certainly the case with the GLBT community."

- **Mayor Tom Leppert**, Dallas, TX. (The Advocate, Sept. 25, 2007).

"Our GLBT employees contribute significantly to the success of our business. We know that the many protections and benefits we offer allow us to attract and retain this critical talent pool."

- **James M. Cornelius**, CEO, Bristol-Myers Squibb. (Letter to Senator Barney Frank, July 24, 2007).

"One word: competitiveness. It's not just a nice-to-do thing. It's a requirement to be successful in the private sector."

— **John Hassell**, director for federal and state government affairs, Hewlett-Packard Co.



Bringing About Inclusion and
Opportunity Requires
Local Leadership and
Public Education

While the business community can take a lead in protecting workers, not all Tennesseans have the privilege of working for a company that bans workplace discrimination based on sexual orientation or gender identity. And while workplace non-discrimination policies are good, they do not have the force of law in guaranteeing that our citizens have an equal opportunity to make a living and participate fully in the economy of our city.

Thus, Nashville has the opportunity to distinguish itself as a city of inclusion and as a place that will attract tomorrow's workers. Making that vision a reality depends on leadership from forward-thinking and fair-minded government, business, and community leaders.

For over 25 years, the **ACLU of Tennessee** has been committed to ensuring that all people, including the GLBT community, get a fair shot in their community. We've created this brochure and other materials to start the dialogue and to spread the word about why fair treatment is good for Nashville's future. For more information about the ACLU, go to: aclu-tn.org and aclu.org/lgbt.

MOVING
NASHVILLE
FORWARD

Why Inclusivity
and Opportunity
Are Essential To
Music City's
Future



NASHVILLE LAGS BEHIND PEER CITIES IN ITS NON-DISCRIMINATION POLICIES

City	Leading Industries*	Demographics*	Employment Ordinance Incl. Sexual Orientation and/or Gender Identity (Year Enacted)**
Nashville, TN	Health care, education, music, banking, publishing, and computer electronics.	White: 65.9% Black: 26.8% Native Am.:0.3% Asian: 2.4% Hispanic: 4.7% Median Age: 33.9	No
Atlanta, GA	Commercial and transportation hub of southeast, communications, finance, manufacturing, insurance, and conventions.	White: 33.2% Black: 61.4% Native Am.:0.2% Asian: 1.9% Hispanic: 4.5% Median Age: 31.9	Yes (2000)
Indianapolis, IN	Electronics, pharmaceuticals, food processing, financial services, and insurance.	White: 69.1% Black: 25.5% Native Am.:0.3% Asian: 2.0% Hispanic: 3.9% Median Age: 33.5	Yes (2005)
Louisville, KY	Electrical appliances, alcohol, tobacco, chemicals, rubber, paint.	White: 62.9% Black: 33.0% Native Am.:0.2% Asian: 1.4% Hispanic: 1.9% Median Age: 35.8	Yes (1999)

* Information obtained from "Profiles of the 50 Largest Cities of the United States," available at: www.infoplease.com/ipa/A0108477.html.

** Information obtained from the "Workplace Project" of the Human Rights Campaign, available at: www.hrc.org/issues/workplace/search_employers.asp.

Inclusive Policies Are Key Components to Attracting The Next Generation of Educated Workers

Leading demographers have found that the new generation of highly desirable workers, aka "Knowledge Workers," are likely to choose where they want to live before looking for a job. Along with downtown living, public transportation, and entertainment options, demographers cite diversity and inclusion as one of the key magnets for attracting Knowledge Workers. As one leading newspaper reported, "They view diversity and tolerance as marks of sophistication."

A majority of Davidson County's top 50 private employers have already recognized the value of inclusivity by adopting policies that include at least sexual orientation in their non-discrimination policies. These employers include:

- ◆ Bell South
- ◆ Nissan Motor Company
- ◆ Gaylord Entertainment
- ◆ HCA
- ◆ Bridgestone/Firestone
- ◆ Dell Computer Corp.

AMERICANS BELIEVE IN FAIRNESS

An overwhelming majority (79%) of heterosexuals also feel that how an employee does his or her job, and not their sexual orientation, should be the standard for judging an employee.

- Sept. 2007 Poll by Harris-Interactive/Out & Equal/Witeck Combs Communications