



# Metropolitan Nashville and Davidson County, TN

## Legislation Text

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A Resolution requesting the Metropolitan Government of Nashville and Davidson County to provide implicit bias training to all employees.

WHEREAS, Section 11.20.130 of the Metropolitan Code makes it unlawful for the Metropolitan Government to fail or refuse to hire or promote, or to discharge any individual, because of such individual's race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age, and/or disability; and

WHEREAS, Civil Service Policy 3.1-I provides that harassment of any person in the form of verbal or physical conduct based on a person's race, gender, color, religion, national origin or disability, creed, gender identity, or sexual orientation will not be condoned when such conduct:

- a. Has the purpose or effect of creating an intimidating, hostile or offensive work environment;
- b. Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- c. Otherwise adversely affects an individual's opportunities associated with employment; and

WHEREAS, research over recent decades suggests that individuals often have unconscious preferences which can impact their interactions with others, called "implicit bias"; and

WHEREAS, implicit bias occurs without intention, but can result in inappropriate preferences applied to different groups. Bias often leads to unfair disciplinary practices; and

WHEREAS, training programs have been designed to target and help overcome implicit biases. Many cities and states around the country have implemented implicit bias training in order to reduce disparities; and

WHEREAS, employees of the Metropolitan Government of Nashville and Davidson County should be required to attend training on implicit bias and the promotion of bias-reducing strategies to address unintended biases regarding race, ethnicity, gender identity, sexual orientation, socioeconomic status, or other characteristics; and

WHEREAS, the Metropolitan Council requests that all employees of the Metropolitan Government receive implicit bias training annually and that this training be conducted in person.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. That the Metropolitan Council hereby goes on record as requesting the Metropolitan Government of Nashville and Davidson County to provide in-person implicit bias training annually to all employees.

Section 2. This resolution shall take effect from and after its adoption, the welfare of the public requiring it.