



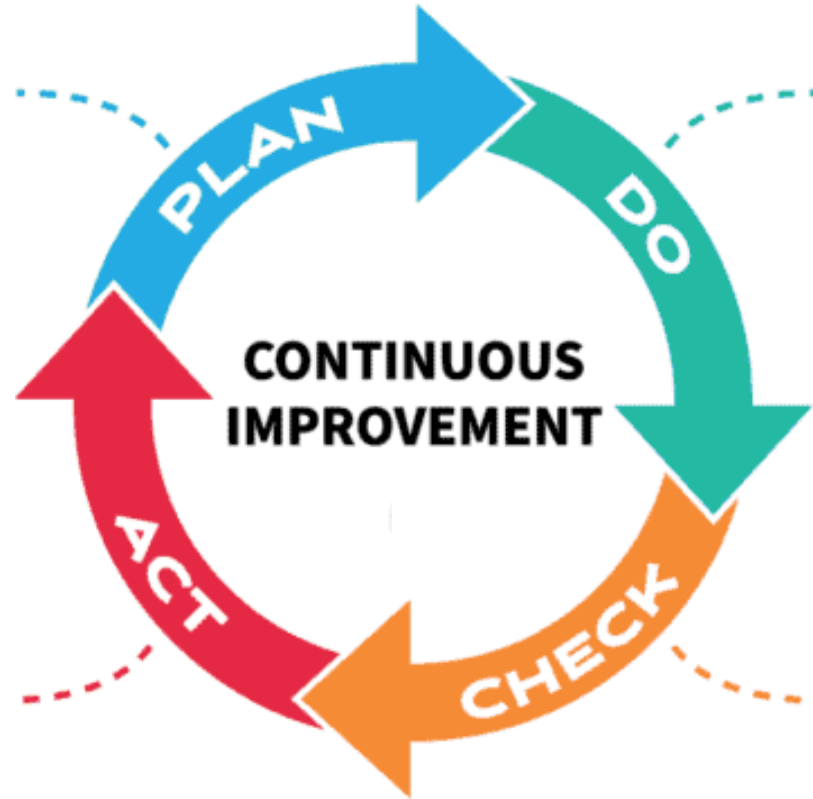
MPHD UPDATE

DR. MELVA BLACK, DEPUTY DIRECTOR
BOH RETREAT
12.20.22

Year in Review

1. Department embattled in allegations of civil rights violations & ineffective and inefficient HR practices.
2. High sense of racial division and racial group allegiance.
3. Health Equity bureau's focus of work questioned.
4. MPHDs site security concerns

1. ELT & Metro DEI process working, results TBD. (Clifton Strengths assessment)
2. HR Assessment implementation of several recommendations.
3. MPHD Townhall Meeting: Changed process for staff suggestion box
4. Talks with the Director: Staff expressed appreciation for level of engagement
5. Culture Fest: In process of surveying staff experience.
6. HIAP Summit: Community & Dept attendance
7. CSR Workgroup: Advancing a complete review of policies. Ongoing.
8. HR Process Review: First step is review of all job descripts. Workgroup established.
9. HR Manager new hire: Candidate selected and accepted offer
10. Site tours w/staff & security assessments completed at all locations . Ongoing

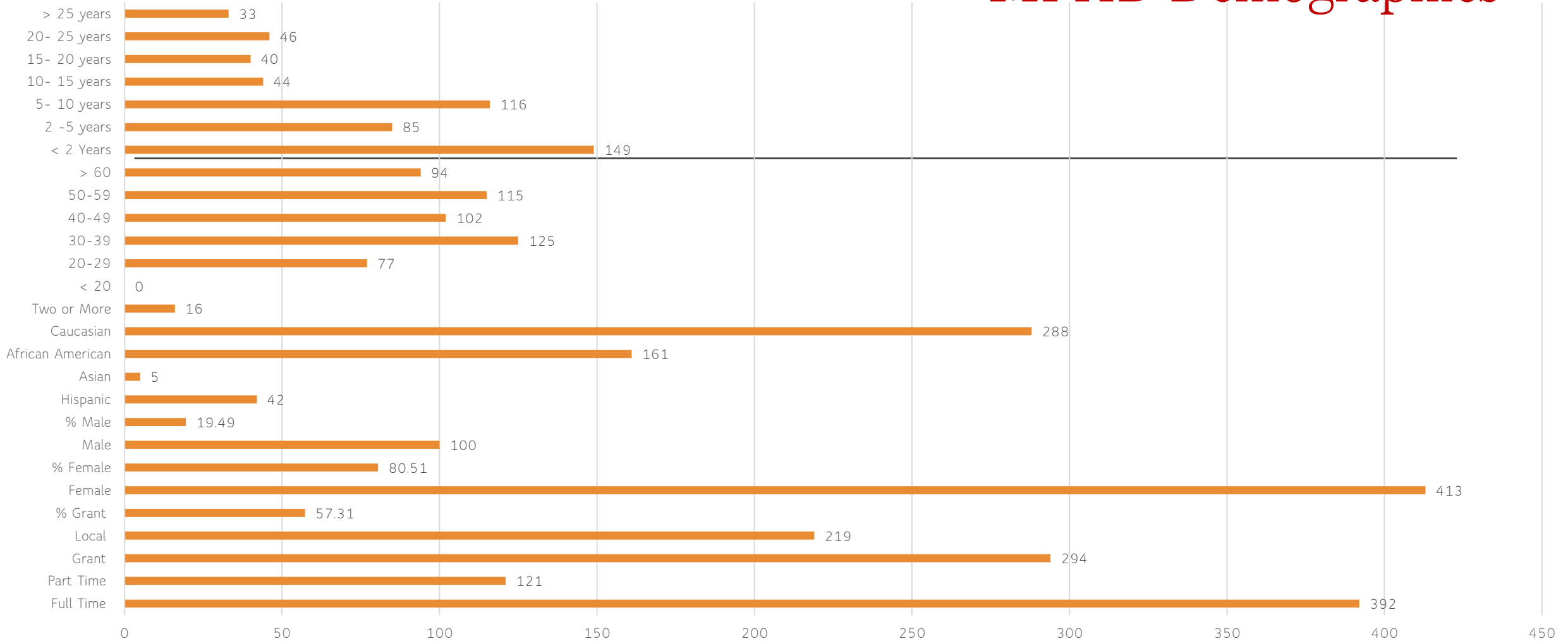


1. ELT & Metro DEI sessions
2. HR Assessment
3. MPHD Townhall Meeting
4. Talks with the Director
5. Culture Fest
6. HIAP Summit
7. CSR Workgroup
8. HR Process Review
9. HR Manager Posting
10. Site tours w/staff & security assessments

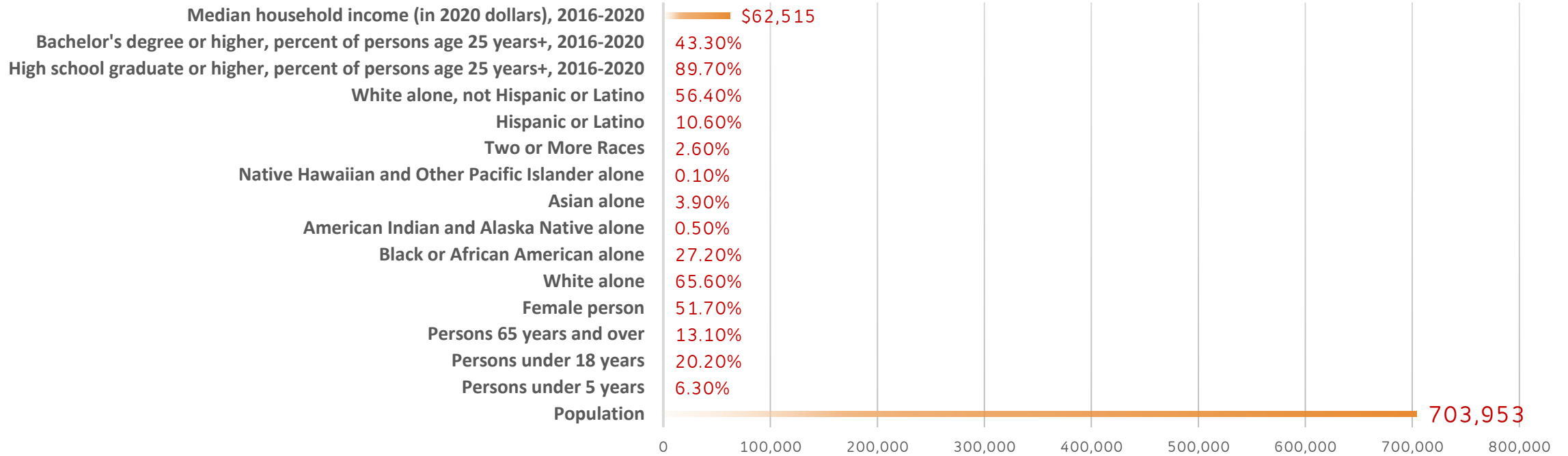
1. ELT & Metro DEI in process
2. HR Assessment completed
3. MPHD Townhall Meeting (Aug/ Nov 2022)
4. Talks with the Director ongoing monthly
5. Culture Fest (October 2022)
6. HIAP Summit (Sept 2022)
7. CSR Workgroup (began April 2022-ongoing)
8. HR Process Review (began August 2022)
9. HR Manager Posting (August 2022)
10. Site tours w/staff & security assessments completed at all locations

513

MPHD Demographics



	Full Time	Part Time	Grant	Local	% Grant	Female	% Female	Male	% Male	Hispanic	Asian	African American	Caucasian	Two or More	< 20	20-29	30-39	40-49	50-59	> 60	< 2 Years	2 -5 years	5- 10 years	10- 15 years	15- 20 years	20- 25 years	> 25 years
■ 513	392	121	294	219	57.31	413	80.51	100	19.49	42	5	161	288	16	0	77	125	102	115	94	149	85	116	44	40	46	33



	Population	Persons under 5 years	Persons under 18 years	Persons 65 years and over	Female person	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	Two or More Races	Hispanic or Latino	White alone, not Hispanic or Latino	High school graduate or higher, percent of persons age 25 years+, 2016-2020	Bachelor's degree or higher, percent of persons age 25 years+, 2016-2020	Median household income (in 2020 dollars), 2016-2020
Series1	703,953	6.30%	20.20%	13.10%	51.70%	65.60%	27.20%	0.50%	3.90%	0.10%	2.60%	10.60%	56.40%	89.70%	43.30%	\$62,515

Nashville DC Demographics