

# **GATEWAYS FOR GROWTH**

## **Nashville's Welcoming Plan**

### **Overarching Goals:**

- Diversify Metro's workforce
- Increase information available on resources, opportunities, events, and services so that New Americans and all newcomers can easily get involved
- Improve methods of communications with our New American groups

### **Civic Engagement Goal:**

- Improve immigrant access to city services and increase immigrant participation in civic life

### **Strategy:**

- Work with Metro Departments and members of the Mayor's New Americans Advisory Council to assess current engagement practices as well as communication avenues with our New American community members and set standards to improve status quo and share best practices identified within departments.
- Increase representation of New Americans as key stakeholders in Metro Government processes by continuing to increase efforts to diversify recruitment of members of Metro Boards and Commissions.
  - The Office of New Americans joined the Leadership Inclusion for Today (LIFT) committee to help in their mission to create sustainable leadership pipelines and equip our diverse rising leaders to be able to serve on Metro Boards and Commissions and in other leadership roles in the city.
- Establish sustainable ways of communicating information back and forth with members of our New American communities by implementing meetings to exchange information with different groups throughout the year, and also utilizing rising leaders as points of contact.
- Support efforts to increase naturalization and voter registration rates. Utilize website, New American Corners in partnership with the Nashville Public Library, and social media to promote the efforts and events. Continue to connect New American groups with representatives of the regional offices for USCIS in order to increase the amounts of info workshops about Naturalization.

### **Connected Safe Communities Goal:**

- Foster trust and build relationships between immigrants and law enforcement and the criminal justice system to promote public safety and increase access to justice

#### **Strategy:**

- Partner and support MNPD's *El Protector* program to ensure our New American community members start a positive relationship with our police officers.
- Work with interested partners like possibly the Public Defender's Office to create and translate, and promote existing educational materials that help community members understand their rights and responsibilities.
- Foment New Americans' participation in the Citizens Police Academy

### **Economic Opportunity Goal:**

- Create or promote pathways for individuals to access economic opportunities like starting their own businesses, while broadening pathways for business owners/companies/employers to engage with our New American community members.

#### **Strategy:**

- Identify partners offering English, Technology, Start-ups skills classes to assess and improve their outreach to New Americans, while increase their visibility in the New American community.
- Identify higher education partners to develop post-secondary educational opportunities like Nashville State Community College and Vanderbilt's Medical Interpreter Program.
- Increase immigrant small business owners' access to resources and educational opportunities in the city like the Entrepreneur Center, Nashville Technology Center, and others.

### **Education Goals:**

- Expand access for both youth and adult learners to pursue English proficiency as a way to achieve meaningful engagement in their community; accountability across MNPS/Metro/community partners
- Promote awareness of resources including NAZA and other afterschool and academic enrichment programs like Homework Hotline
- Continue partnership between Mayor's Office of New Americans and MNPS to support efforts to better serve New American students and their families.