

REBUILDING NASHVILLE'S LOCAL ECONOMY

Nashville Community Economic Survey 2026

Nashville has experienced significant population growth, development, investment, construction, tourism, business expansion, and rising property values. Growth, however, does not automatically mean that every resident, worker, family, or neighborhood benefits equally.

This detailed research survey is designed to understand: who is benefiting from Nashville's economy; who is being left behind; how residents experience housing and development; employment and income; barriers to opportunity; home, land and business ownership; neighborhood change; civic participation; and what residents want Nashville to become.

Participation is voluntary. Respondents may skip any question they do not wish to answer. Personally identifiable information should be separated from survey responses whenever possible and should not be publicly reported.

For digital deployment, use skip logic so respondents only see sections relevant to them. For paper administration, interviewers may mark 'Not applicable' or skip irrelevant modules.

SECTION 1 - About You and Your Connection to Nashville

1. Would you like to proceed with the survey?

- ☐ Yes
- ☐ No

2. What is your ZIP code?

3. What neighborhood or community do you consider home?

4. How long have you lived in Davidson County?

- ☐ Less than 1 year
- ☐ 1–5 years
- ☐ 6–10 years
- ☐ 11–20 years
- ☐ 21–30 years
- ☐ 31–40 years
- ☐ More than 40 years
- ☐ All my life

5. Were you born in Nashville or Davidson County?

- ☐ Yes
- ☐ No

6. Were you raised in Nashville or Davidson County?

- ☐ Yes
- ☐ No
- ☐ Partially

7. Is your family originally from Nashville or Davidson County?

- ☐ Yes
- ☐ No
- ☐ Some family members
- ☐ Unsure

8. If your family has lived in Nashville for multiple generations, approximately how many?

- ☐ 1 generation
- ☐ 2 generations
- ☐ 3 generations
- ☐ 4 generations
- ☐ 5 or more generations
- ☐ Unsure
- ☐ Not applicable

9. What is your age?

- ☐ 18–24
- ☐ 25–34
- ☐ 35–44
- ☐ 45–54
- ☐ 55–64
- ☐ 65–74
- ☐ 75+

10. What is your gender?

- ☐ Woman
- ☐ Man
- ☐ Nonbinary
- ☐ Another identity
- ☐ Prefer not to answer

11. What is your race or ethnicity?

- | | |
|---|--|
| ☐ Black or African American | ☐ Native Hawaiian or Pacific Islander |
| ☐ White | ☐ Middle Eastern or North African |
| ☐ Hispanic or Latino | ☐ Multiracial |
| ☐ Asian | ☐ Other |
| ☐ Native American or Alaska Native | ☐ Prefer not to answer |

12. How many people live in your household?

13. How many children under age 18 live in your household?

14. Do you regularly care for children?

- ☐ Yes
- ☐ No

15. Do you regularly care for an adult, older family member, or person with a disability?

- ☐ Yes
- ☐ No

16. Approximately how many hours each week do you spend providing unpaid care?

- ☐ None
- ☐ Less than 10 hours
- ☐ 10–19 hours
- ☐ 20–39 hours
- ☐ 40 or more hours

17. Approximately how many hours per week do you spend doing unpaid household work such as cooking, cleaning, shopping, and household management?

- ☐ Less than 5 hours
- ☐ 5–10 hours
- ☐ 11–20 hours
- ☐ 21–30 hours
- ☐ More than 30 hours

18. What best describes your household?

- ☐ One adult
- ☐ Two adults
- ☐ Adults with children
- ☐ Multigenerational household
- ☐ Roommates
- ☐ Extended family
- ☐ Other

SECTION 2 - Education, Skills, Qualifications and Training

19. What is the highest level of education you have completed?

- | | |
|---|--|
| ☐ Less than high school | ☐ Associate degree |
| ☐ High school diploma | ☐ Bachelor's degree |
| ☐ GED | ☐ Master's degree |
| ☐ Trade or technical certificate | ☐ Professional degree |
| ☐ Apprenticeship | ☐ Doctorate |
| ☐ Some college | ☐ Other |

20. Do you believe you have enough education or qualifications to achieve your employment goals?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

21. Do you believe you have enough education or qualifications to achieve your desired income?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

22. Would you like to obtain additional education or training?

- ☐ Yes
- ☐ No
- ☐ Maybe

23. What type of education or training would interest you?

- | | |
|--|---|
| ☐ Skilled trades | ☐ Coding |
| ☐ Construction | ☐ Artificial intelligence |
| ☐ Electrical | ☐ Advanced manufacturing |
| ☐ Plumbing | ☐ Logistics |
| ☐ HVAC | ☐ Transportation |
| ☐ Carpentry | ☐ Hospitality |
| ☐ Welding | ☐ Culinary arts |
| ☐ Real estate | ☐ Music and entertainment |
| ☐ Property management | ☐ Film/media |
| ☐ Finance | ☐ Government/public administration |
| ☐ Accounting | ☐ Law/legal services |
| ☐ Entrepreneurship | ☐ College degree |
| ☐ Business management | ☐ Graduate degree |
| ☐ Healthcare | ☐ Professional certification |
| ☐ Nursing | ☐ Other |
| ☐ Technology | |

24. What prevents you from pursuing additional education or training?

- | | |
|---|---|
| ☐ Cost | ☐ Internet access |
| ☐ Lack of time | ☐ Disability/accessibility |
| ☐ Work schedule | ☐ Fear of taking on debt |
| ☐ Childcare | ☐ Unsure which program to choose |
| ☐ Transportation | ☐ No programs near me |
| ☐ Lack of information | ☐ No significant barriers |
| ☐ Admission requirements | ☐ Other |
| ☐ Technology access | |

25. How confident are you that you know where to find workforce training in Nashville?

- ☐ Very confident
- ☐ Somewhat confident
- ☐ Slightly confident
- ☐ Not confident
- ☐ Unsure

26. Are you aware of free or subsidized training programs available locally?

- ☐ Yes
- ☐ No
- ☐ Somewhat

27. Have you ever participated in a workforce-training program?

- ☐ Yes
- ☐ No

28. If yes, did that training help you obtain employment or increase your income?

- ☐ A great deal
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Unsure
- ☐ Not applicable

29. Would you participate in a Nashville-based career-training program if one were available in your neighborhood?

- ☐ Yes
- ☐ No
- ☐ Maybe

30. What days or times would make training most accessible?

- ☐ Weekday mornings
- ☐ Weekday afternoons
- ☐ Weekday evenings
- ☐ Saturdays
- ☐ Sundays
- ☐ Online
- ☐ Flexible/self-paced

31. Would childcare make it easier for you to participate?

- ☐ Yes
- ☐ No
- ☐ Not applicable

32. Would transportation assistance make it easier for you to participate?

- ☐ Yes
- ☐ No
- ☐ Not applicable

33. Would you be interested in paid training or an apprenticeship?

- ☐ Yes
- ☐ No
- ☐ Maybe

34. What skill do you most want to learn?

35. Is there anything else you would like Nashville leaders to understand about education, skills, or training?

SECTION 3 - Nashville's Economy and Economic Development

36. How would you rate Nashville's current economy?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very poor
- ☐ Unsure

37. Compared with five years ago, Nashville's economy has:

- ☐ Improved greatly
- ☐ Improved somewhat
- ☐ Stayed about the same
- ☐ Declined somewhat
- ☐ Declined greatly
- ☐ Unsure

38. How do you view Nashville's economic future?

- ☐ Very positive
- ☐ Positive
- ☐ Neutral
- ☐ Negative
- ☐ Very negative
- ☐ Unsure

39. Do you believe Nashville's economy works well for people like you?

- ☐ Very well
- ☐ Somewhat well
- ☐ Not very well
- ☐ Not at all
- ☐ Unsure

40. Do you believe Nashville's economic growth benefits longtime residents?

- ☐ A great deal
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Unsure

41. Do you believe Nashville's economic growth benefits newer residents?

- ☐ A great deal
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Unsure

42. Do you believe you personally have benefited financially from Nashville's growth?

- ☐ Significantly
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Unsure

43. Who do you believe benefits most from Nashville's growth?

- | | |
|---|---|
| ☐ Longtime residents | ☐ Workers |
| ☐ New residents | ☐ Tourism businesses |
| ☐ Homeowners | ☐ High-income households |
| ☐ Renters | ☐ Middle-income households |
| ☐ Developers | ☐ Low-income households |
| ☐ Large corporations | ☐ Metro Government |
| ☐ Small businesses | ☐ Nashville as a whole |
| ☐ Property investors | ☐ Other |

44. Who should have the greatest influence over Nashville's economic-development decisions?

- | | |
|---|--|
| ☐ Residents | ☐ Business leaders |
| ☐ Neighborhood organizations | ☐ Nonprofit organizations |
| ☐ Metro Council | ☐ Universities |
| ☐ Mayor's Office | ☐ Community-development organizations |
| ☐ Metro Planning Department | ☐ Public-private partnerships |
| ☐ State government | ☐ Other |
| ☐ Developers | |

45. What should Nashville's top economic-development priorities be?

- | | |
|--|--|
| ☐ Job creation | ☐ Parks |
| ☐ Higher wages | ☐ Childcare |
| ☐ Workforce training | ☐ Healthcare |
| ☐ Affordable housing | ☐ Neighborhood commercial corridors |
| ☐ Homeownership | ☐ Environmental sustainability |
| ☐ Small-business development | ☐ Tourism |
| ☐ Minority-business development | ☐ Arts and culture |
| ☐ Community wealth building | ☐ Public safety |
| ☐ Infrastructure | ☐ Other |
| ☐ Public transportation | |

46. Which industries should Nashville work hardest to expand?

- | | |
|--|---|
| ☐ Banking and finance | ☐ Tourism |
| ☐ Legal services | ☐ Entertainment |
| ☐ Real estate | ☐ Film |
| ☐ Construction | ☐ Music |
| ☐ Healthcare | ☐ Retail |
| ☐ Life sciences | ☐ Education |
| ☐ Advanced manufacturing | ☐ Government |
| ☐ Technology | ☐ Professional services |
| ☐ Artificial intelligence | ☐ Green energy |
| ☐ Logistics | ☐ Locally owned businesses |
| ☐ Transportation | ☐ Other |
| ☐ Hospitality | |

47. Which industries do you believe Nashville relies on too heavily?

48. What is Nashville's greatest economic opportunity?

49. What is Nashville's greatest economic threat?

50. Are you aware of economic-development programs currently operating in Nashville?

- ☐ Yes
- ☐ No
- ☐ Somewhat

51. Would you like more information about economic-development programs?

- ☐ Yes
- ☐ No
- ☐ Maybe

52. Would you participate in a community economic-development initiative?

- ☐ Yes
- ☐ No
- ☐ Maybe

SECTION 4 - Land, Development, Zoning and Neighborhood Change

53. How would you describe the amount of development occurring in your neighborhood?

- ☐ Far too much
- ☐ Somewhat too much
- ☐ About right
- ☐ Not enough
- ☐ Far too little
- ☐ Unsure

54. Overall, has recent development improved your neighborhood?

- ☐ Significantly improved it
- ☐ Somewhat improved it
- ☐ Made little difference
- ☐ Somewhat harmed it
- ☐ Significantly harmed it
- ☐ Unsure

55. What types of development would you support in your neighborhood?

- | | |
|---|---|
| ☐ Detached homes | ☐ Grocery stores |
| ☐ Duplexes | ☐ Offices |
| ☐ Townhomes | ☐ Hotels |
| ☐ Condominiums | ☐ Light industrial |
| ☐ Apartments | ☐ Mixed-use development |
| ☐ Senior housing | ☐ Parks |
| ☐ Affordable housing | ☐ Community centers |
| ☐ Workforce housing | ☐ Schools |
| ☐ Mixed-income housing | ☐ Healthcare |
| ☐ Retail | ☐ Transit-oriented development |
| ☐ Restaurants | ☐ Other |

56. What types of development would you oppose?

57. What should Nashville prioritize when approving development?

- | | |
|---|--|
| ☐ Housing affordability | ☐ Public transportation |
| ☐ Neighborhood compatibility | ☐ Historic preservation |
| ☐ Architecture | ☐ Environmental impact |
| ☐ Building height | ☐ Parks/open space |
| ☐ Density | ☐ Local hiring |
| ☐ Traffic | ☐ Small-business participation |
| ☐ Parking | ☐ Minority-business participation |
| ☐ Infrastructure | ☐ Community benefits |
| ☐ Schools | ☐ Other |

58. Do you believe new development generally reflects the character of your neighborhood?

- ☐ Yes
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ No

☐ Unsure

59. Are you concerned about displacement caused by development?

- ☐ Very concerned
- ☐ Somewhat concerned
- ☐ Slightly concerned
- ☐ Not concerned
- ☐ Unsure

60. Have you considered leaving Nashville because of rising costs?

- ☐ Yes
- ☐ No
- ☐ Maybe

61. Have members of your family moved from Nashville because of housing costs?

- ☐ Yes
- ☐ No
- ☐ Unsure

62. Have friends or neighbors moved away because of housing costs?

- ☐ Yes
- ☐ No
- ☐ Unsure

63. Do you believe longtime residents have enough influence over neighborhood development?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ Probably no
- ☐ Definitely no
- ☐ Unsure

64. How familiar are you with zoning?

- ☐ Very familiar
- ☐ Somewhat familiar
- ☐ Slightly familiar
- ☐ Not familiar

65. How familiar are you with Nashville's Metro Planning Commission?

- ☐ Very familiar
- ☐ Somewhat familiar
- ☐ Slightly familiar
- ☐ Not familiar

66. How familiar are you with the Metro Council zoning process?

- ☐ Very familiar
- ☐ Somewhat familiar
- ☐ Slightly familiar
- ☐ Not familiar

67. Are you familiar with the Board of Zoning Appeals?

- ☐ Yes
- ☐ Somewhat
- ☐ No

68. Have you ever participated in a zoning or development meeting?

- ☐ Yes

☐ No

69. Have you attended any of the following?

- ☐ Neighborhood meeting
- ☐ Metro Planning Commission
- ☐ Metro Council
- ☐ Board of Zoning Appeals
- ☐ Historic Zoning Commission
- ☐ Public hearing
- ☐ Developer-hosted community meeting
- ☐ None

70. Do you believe public meetings occur early enough for residents to meaningfully influence projects?

- ☐ Always
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ Never
- ☐ Unsure

71. Would you like simple educational resources explaining Nashville zoning and development?

- ☐ Yes
- ☐ No
- ☐ Maybe

72. Should major private developments provide measurable community benefits?

- ☐ Yes
- ☐ No
- ☐ Depends on project
- ☐ Unsure

73. Which community benefits should be considered?

- | | |
|---|--|
| ☐ Affordable housing | ☐ Infrastructure |
| ☐ Local hiring | ☐ Small-business space |
| ☐ Apprenticeships | ☐ Community meeting space |
| ☐ Job training | ☐ Historic preservation |
| ☐ Parks | ☐ Public art |
| ☐ Sidewalks | ☐ Minority-business participation |
| ☐ Transit improvements | ☐ Neighborhood investment fund |
| ☐ Roads | ☐ Other |

74. Should Nashville encourage more development near major transit corridors?

- ☐ Yes
- ☐ No
- ☐ Depends on location
- ☐ Unsure

75. Should Nashville preserve more historic buildings and neighborhoods?

- ☐ Yes
- ☐ No
- ☐ Depends
- ☐ Unsure

76. Do you believe historic preservation and new development can coexist?

- ☐ Definitely yes
- ☐ Probably yes

- () Probably no
- () Definitely no
- () Unsure

77. What Nashville neighborhood or place do you believe most needs investment?

78. What Nashville neighborhood or place do you believe most needs protection from overdevelopment?

79. What is the greatest development issue facing your neighborhood?

SECTION 5 - Housing, Homeownership and Property

80. Do you rent or own your current residence?

- ☐ Rent
- ☐ Own with mortgage
- ☐ Own without mortgage
- ☐ Live with family
- ☐ Public/subsidized housing
- ☐ Temporary housing
- ☐ Other

81. How long have you lived in your current residence?

- ☐ Less than 1 year
- ☐ 1–5 years
- ☐ 6–10 years
- ☐ 11–20 years
- ☐ More than 20 years

82. Approximately what percentage of your household income is spent on housing?

- ☐ Less than 20%
- ☐ 20–29%
- ☐ 30–39%
- ☐ 40–49%
- ☐ 50–59%
- ☐ 60% or more
- ☐ Unsure

83. Have your housing costs increased during the past three years?

- ☐ Increased substantially
- ☐ Increased somewhat
- ☐ Stayed about the same
- ☐ Decreased
- ☐ Unsure

84. Which housing expenses concern you?

- | | |
|---|--|
| ☐ Rent | ☐ HOA assessments |
| ☐ Mortgage | ☐ Utilities |
| ☐ Property taxes | ☐ Maintenance |
| ☐ Homeowners insurance | ☐ Repairs |
| ☐ Renters insurance | ☐ Flood insurance |
| ☐ HOA fees | ☐ Other |

85. Are you worried about being unable to afford your current home in the future?

- ☐ Very worried
- ☐ Somewhat worried
- ☐ Slightly worried
- ☐ Not worried
- ☐ Unsure

86. If you rent, would you like to become a homeowner?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Not applicable

87. What prevents you from purchasing a home?

- | | |
|---|---|
| ☐ Down payment | ☐ Property taxes |
| ☐ Home prices | ☐ Insurance |
| ☐ Credit | ☐ Lack of inventory |
| ☐ Interest rates | ☐ Lack of information |
| ☐ Income | ☐ I do not want to own |
| ☐ Existing debt | ☐ Other |
| ☐ Student loans | |

88. Do you understand the homebuying process?

- ☐ Very well
- ☐ Fairly well
- ☐ Slightly
- ☐ Not at all

89. Would you participate in a homeownership education program?

- ☐ Yes
- ☐ No
- ☐ Maybe

90. If you own your home, approximately what is its current value?

- ☐ Under \$150,000
- ☐ \$150,000–\$249,999
- ☐ \$250,000–\$349,999
- ☐ \$350,000–\$499,999
- ☐ \$500,000–\$749,999
- ☐ \$750,000–\$999,999
- ☐ \$1 million+
- ☐ Unsure
- ☐ Not applicable

91. Approximately what was your home worth when you purchased it?

92. Has your property value increased significantly?

- ☐ Yes
- ☐ Somewhat
- ☐ No
- ☐ Unsure
- ☐ Not applicable

93. Has the increase in property value improved your financial position?

- ☐ Significantly
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Unsure
- ☐ Not applicable

94. Are rising property taxes a concern?

- ☐ Major concern
- ☐ Moderate concern
- ☐ Minor concern
- ☐ No concern
- ☐ Unsure

95. Are rising homeowners-insurance costs a concern?

- ☐ Major concern
- ☐ Moderate concern
- ☐ Minor concern
- ☐ No concern
- ☐ Unsure

96. Are HOA fees or assessments a concern?

- ☐ Major concern
- ☐ Moderate concern
- ☐ Minor concern
- ☐ No concern
- ☐ Not applicable

97. Are you concerned that ownership costs could force you to sell?

- ☐ Very concerned
- ☐ Somewhat concerned
- ☐ Not concerned
- ☐ Unsure
- ☐ Not applicable

98. Do you own additional real estate?

- ☐ Yes
- ☐ No

99. Do you own land?

- ☐ Yes
- ☐ No

100. Would you like to learn how to purchase land or investment property?

- ☐ Yes
- ☐ No
- ☐ Maybe

101. Would you like to learn how zoning affects property value?

- ☐ Yes
- ☐ No
- ☐ Maybe

102. Would you like education about estate planning and transferring property to heirs?

- ☐ Yes
- ☐ No
- ☐ Maybe

103. Do you believe Nashville provides enough opportunities for first-time homebuyers?

- ☐ Yes
- ☐ No
- ☐ Unsure

104. What should Nashville do to improve housing affordability?

SECTION 6 - Work and Employment

105. What best describes your primary work situation?

- | | |
|---|---|
| ☐ Full-time employee | ☐ Unemployed |
| ☐ Part-time employee | ☐ Retired |
| ☐ Self-employed | ☐ Student |
| ☐ Business owner | ☐ Caregiver |
| ☐ Contract worker | ☐ Unable to work |
| ☐ Gig worker | ☐ Other |
| ☐ Multiple jobs | |

106. How many jobs do you currently have?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four or more

107. Approximately how many hours per week do you work?

- ☐ 15 or fewer
- ☐ 16–30
- ☐ 31–40
- ☐ 41–48
- ☐ 49–60
- ☐ More than 60

108. Do you currently work:

- ☐ More hours than you want
- ☐ About the number you want
- ☐ Fewer hours than you want

109. Do you work in Davidson County?

- ☐ Yes
- ☐ No
- ☐ Partly
- ☐ Remote

110. How do you usually travel to work?

- | | |
|--------------------------------------|---|
| ☐ Drive alone | ☐ Rideshare |
| ☐ Carpool | ☐ Taxi |
| ☐ Bus | ☐ Motorcycle |
| ☐ Train | ☐ Work from home |
| ☐ Bicycle | ☐ Other |
| ☐ Walk | |

111. How long is your typical one-way commute?

- ☐ Under 15 minutes
- ☐ 15–29 minutes
- ☐ 30–44 minutes
- ☐ 45–59 minutes
- ☐ 60 minutes or more
- ☐ Not applicable

112. What industry do you work in?

- | | |
|---------------------------------------|---|
| ☐ Construction | ☐ Manufacturing |
| ☐ Healthcare | ☐ Transportation |

- | | |
|--|--|
| ☐ Hospitality | ☐ Logistics |
| ☐ Tourism | ☐ Technology |
| ☐ Entertainment | ☐ Retail |
| ☐ Music | ☐ Professional services |
| ☐ Finance | ☐ Nonprofit |
| ☐ Real estate | ☐ Food service |
| ☐ Education | ☐ Other |
| ☐ Government | |

113. What is your occupation or job title?

114. How secure do you feel about your employment?

- ☐ Very secure
- ☐ Secure
- ☐ Somewhat insecure
- ☐ Very insecure
- ☐ Unsure

115. How well are you paid for the work you do?

- ☐ Extremely well
- ☐ Very well
- ☐ Moderately well
- ☐ Slightly well
- ☐ Not well at all

116. I am satisfied with my overall wages.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

117. My income is sufficient to provide basic necessities for my household.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

118. How important is work in your life?

- ☐ Extremely important
- ☐ Very important
- ☐ Somewhat important
- ☐ Not very important
- ☐ Not important

119. What does work mean to you?

- | | |
|---|--|
| ☐ Income | ☐ Service to others |
| ☐ Security | ☐ Independence |
| ☐ Personal fulfillment | ☐ A necessity |
| ☐ Identity | ☐ A path to wealth |
| ☐ Social connection | ☐ Other |
| ☐ Career development | |

120. How personally fulfilling is your job?

- ☐ Very fulfilling
- ☐ Fairly fulfilling
- ☐ Slightly fulfilling
- ☐ Not fulfilling
- ☐ Unsure

121. Do you believe your job makes a meaningful contribution?

- ☐ Yes
- ☐ No
- ☐ Unsure

122. What gives you the greatest satisfaction from work?

- | | |
|--|--|
| ☐ Helping people | ☐ Learning |
| ☐ Earning income | ☐ Independence |
| ☐ Solving problems | ☐ Creating something |
| ☐ Building relationships | ☐ Serving my community |
| ☐ Advancement | ☐ Other |

123. How challenging is your job?

- ☐ Extremely challenging
- ☐ Very challenging
- ☐ Moderately challenging
- ☐ Slightly challenging
- ☐ Not challenging

124. How often do you feel stressed at work?

- ☐ Extremely often
- ☐ Very often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

125. How much do your opinions matter at work?

- ☐ A great deal
- ☐ A lot
- ☐ Some
- ☐ Very little
- ☐ Not at all

126. How realistic are the expectations of your supervisor?

- ☐ Extremely realistic
- ☐ Very realistic
- ☐ Moderately realistic
- ☐ Slightly realistic
- ☐ Not realistic

127. Does your employer provide opportunities for professional growth?

- ☐ Many opportunities
- ☐ Some
- ☐ Very few
- ☐ None

128. How many opportunities for promotion are available?

- ☐ Many
- ☐ Some
- ☐ Few

☐ None

129. Are you satisfied with your employee benefits?

- ☐ Extremely satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Extremely dissatisfied
- ☐ I do not receive benefits

130. Are you satisfied with your job overall?

- ☐ Extremely satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Extremely dissatisfied

131. Are you proud to work for your employer?

- ☐ Extremely proud
- ☐ Very proud
- ☐ Moderately proud
- ☐ Slightly proud
- ☐ Not proud

132. How likely are you to look for another job within the next year?

- ☐ Extremely likely
- ☐ Very likely
- ☐ Somewhat likely
- ☐ Unlikely
- ☐ Very unlikely

133. My employer invests adequately in employee training.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

134. My workplace values diversity and inclusion.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

135. I understand how my work contributes to my employer's goals.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

136. I am satisfied with my workplace culture.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral

- ☐ Disagree
- ☐ Strongly disagree

137. My workplace is safe.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

138. Is there anything else you would like to share about your experience at work?

SECTION 7 - Unemployment and Employment Barriers

139. Are you currently unemployed?

- ☐ Yes
- ☐ No

140. How long have you been unemployed?

- ☐ Less than 1 month
- ☐ 1–3 months
- ☐ 4–6 months
- ☐ 7–12 months
- ☐ 1–2 years
- ☐ More than 2 years
- ☐ Not applicable

141. Is there a history of long-term unemployment in your household?

- ☐ Yes
- ☐ No
- ☐ Unsure

142. Are you available to begin working?

- ☐ Yes
- ☐ No
- ☐ Depends on circumstances

143. Do you know what type of job you would like?

- ☐ Yes
- ☐ No
- ☐ Unsure

144. What is your greatest barrier to finding work?

- | | |
|---|---|
| ☐ No jobs available | ☐ Health |
| ☐ Jobs do not pay enough | ☐ Disability |
| ☐ Lack of qualifications | ☐ Criminal record |
| ☐ Lack of experience | ☐ Lack of technology |
| ☐ Interview skills | ☐ Lack of internet |
| ☐ Transportation | ☐ Age discrimination |
| ☐ Childcare | ☐ Other |

145. Have you had a job interview during the past six months?

- ☐ Yes
- ☐ No
- ☐ Not applicable

146. How confident are you that you can obtain employment?

- ☐ Very confident
- ☐ Fairly confident
- ☐ Slightly confident
- ☐ Not confident

147. What support would be useful?

- | | |
|--|---|
| ☐ Resume help | ☐ Childcare |
| ☐ Job applications | ☐ Transportation |
| ☐ Interview preparation | ☐ Employer introductions |
| ☐ Career coaching | ☐ Work clothing/tools |
| ☐ Training | ☐ Digital skills |

- ☐ Certifications
- ☐ Apprenticeships

- ☐ Entrepreneurship
- ☐ Other

148. Would you participate in a neighborhood jobs program?

- ☐ Yes
- ☐ No
- ☐ Maybe

149. Is there anything else you would like to share about unemployment?

SECTION 8 - Disability and Access to Employment

150. Do you have a disability or condition that affects your ability to work?

- ☐ No
- ☐ Physical disability
- ☐ Learning disability
- ☐ Developmental disability
- ☐ Mental or emotional disability
- ☐ Multiple disabilities
- ☐ Prefer not to answer

151. Has your disability affected your ability to obtain employment?

- ☐ Yes
- ☐ No
- ☐ Sometimes
- ☐ Not applicable

152. Have you experienced difficulty finding employment because of a disability?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

153. Do employers generally understand your accommodation needs?

- ☐ High level of understanding
- ☐ Some understanding
- ☐ Little understanding
- ☐ No understanding
- ☐ Unsure
- ☐ Not applicable

154. Do you believe more employment support should be available?

- ☐ Much more
- ☐ Somewhat more
- ☐ Current support is sufficient
- ☐ Unsure

155. Have you experienced prejudice or inappropriate treatment in the workplace because of disability?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer
- ☐ Not applicable

156. Would you use local disability-employment services?

- ☐ Yes
- ☐ No
- ☐ Maybe

157. What support would be most helpful?

SECTION 9 - Rights, Fairness and Workplace Treatment

158. How knowledgeable are you about your rights as a worker?

- ☐ Extremely knowledgeable
- ☐ Very knowledgeable
- ☐ Somewhat knowledgeable
- ☐ Slightly knowledgeable
- ☐ Not knowledgeable

159. Would you like more education about workers' rights?

- ☐ Yes
- ☐ No
- ☐ Maybe

160. Have you ever experienced bullying or harassment at work?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

161. Are you currently experiencing bullying or harassment?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

162. Who was responsible?

- ☐ Supervisor
- ☐ Manager
- ☐ Coworker
- ☐ Group of coworkers
- ☐ Customer/client
- ☐ Vendor
- ☐ Other

163. What form did it take?

- | | |
|--|---|
| ☐ Threats | ☐ Discrimination |
| ☐ Verbal abuse | ☐ Harassment |
| ☐ Humiliation | ☐ Retaliation |
| ☐ Excessive criticism | ☐ Exclusion |
| ☐ Unrealistic workload | ☐ Other |
| ☐ Changing expectations | |

164. Did you report it?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

165. If reported, to whom?

- ☐ Supervisor
- ☐ Management
- ☐ Human resources
- ☐ Coworker
- ☐ Union representative
- ☐ Government agency
- ☐ Attorney
- ☐ Other

166. Was action taken?

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Not applicable

167. Do you believe workers in Nashville have adequate protection against workplace mistreatment?

- ☐ Yes
- ☐ No
- ☐ Unsure

168. Is there anything else you would like to share regarding workers' rights?

SECTION 10 - Entrepreneurship, Business Ownership and Community Wealth

169. Do you currently own a business?

- ☐ Yes
- ☐ No

170. Have you ever owned a business?

- ☐ Yes
- ☐ No

171. Would you like to start a business?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Already own one

172. What type of business would you like to start?

173. What is your greatest barrier?

- | | |
|---|---|
| ☐ Access to capital | ☐ Insurance |
| ☐ Credit | ☐ Employees |
| ☐ Business knowledge | ☐ Marketing |
| ☐ Commercial rent | ☐ Government contracting |
| ☐ Property costs | ☐ Professional network |
| ☐ Zoning | ☐ Technology |
| ☐ Permitting | ☐ Other |
| ☐ Licensing | |

174. Would you participate in business-development training?

- ☐ Yes
- ☐ No
- ☐ Maybe

175. Are you familiar with the following ownership models?

- | | |
|--|---|
| ☐ Privately owned business | ☐ Community cooperative |
| ☐ Partnership | ☐ Nonprofit |
| ☐ Limited liability company | ☐ Social enterprise |
| ☐ Corporation | ☐ Community land trust |
| ☐ Worker cooperative | ☐ Employee-owned company |

176. Do you believe locally owned businesses receive enough opportunity in Nashville?

- ☐ Yes
- ☐ No
- ☐ Unsure

177. Do you believe minority-owned businesses receive enough opportunity in Nashville?

- ☐ Yes
- ☐ No
- ☐ Unsure

178. Should major developments include opportunities for local businesses?

- ☐ Yes
- ☐ No
- ☐ Depends
- ☐ Unsure

179. Would you support community-investment models where residents can financially participate in neighborhood projects?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ I need more information

180. What type of project would you be most interested in supporting?

- ☐ Housing
- ☐ Small businesses
- ☐ Grocery stores
- ☐ Community centers
- ☐ Parks
- ☐ Commercial development
- ☐ Renewable energy
- ☐ Historic preservation
- ☐ Other

181. Would you invest a small amount in a community-owned project if legally structured and financially appropriate?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Need more information

182. What amount might you consider investing?

- ☐ Under \$100
- ☐ \$100–\$249
- ☐ \$250–\$499
- ☐ \$500–\$999
- ☐ \$1,000–\$2,499
- ☐ \$2,500+
- ☐ Unsure

SECTION 11 - Cost of Living and Household Finances

183. Compared with three years ago, your household financial position is:

- ☐ Much better
- ☐ Somewhat better
- ☐ About the same
- ☐ Somewhat worse
- ☐ Much worse

184. Which costs have increased the most?

- | | |
|---|---|
| ☐ Housing | ☐ Healthcare |
| ☐ Food | ☐ Childcare |
| ☐ Electricity | ☐ Education |
| ☐ Gas | ☐ Property taxes |
| ☐ Water | ☐ Debt payments |
| ☐ Transportation | ☐ Other |
| ☐ Insurance | |

185. Have you reduced household energy use because of cost?

- ☐ Yes
- ☐ No

186. Have you reduced spending on food because of cost?

- ☐ Yes
- ☐ No

187. Have you reduced entertainment, travel, or nonessential spending?

- ☐ Yes
- ☐ No

188. Have rising costs negatively affected your physical or emotional wellbeing?

- ☐ Significantly
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Prefer not to answer

189. How well are you currently able to keep up with bills?

- ☐ Without difficulty
- ☐ Some difficulty
- ☐ Significant difficulty
- ☐ Unable to keep up

190. Have you missed or delayed a housing payment within the past year?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

191. Have you missed or delayed utility payments?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

192. Do you have emergency savings?

- ☐ None
- ☐ Under \$1,000

- ☐ \$1,000–\$4,999
- ☐ \$5,000–\$9,999
- ☐ \$10,000–\$24,999
- ☐ \$25,000+
- ☐ Prefer not to answer

193. Do you currently own any of the following?

- | | |
|---|---|
| ☐ Retirement account | ☐ Real estate |
| ☐ Stocks | ☐ Land |
| ☐ Bonds | ☐ Savings account |
| ☐ Mutual funds | ☐ None |
| ☐ Cryptocurrency | ☐ Prefer not to answer |
| ☐ Business ownership | |

194. What is your approximate annual household income before taxes?

- | | |
|---|--|
| ☐ Under \$25,000 | ☐ \$150,000–\$199,999 |
| ☐ \$25,000–\$49,999 | ☐ \$200,000–\$249,999 |
| ☐ \$50,000–\$74,999 | ☐ \$250,000–\$499,999 |
| ☐ \$75,000–\$99,999 | ☐ \$500,000+ |
| ☐ \$100,000–\$149,999 | ☐ Prefer not to answer |

195. Do you believe your household is building wealth?

- ☐ Yes, significantly
- ☐ Yes, slowly
- ☐ Staying about the same
- ☐ Losing wealth
- ☐ Unsure

196. What is the greatest barrier to building wealth?

- | | |
|--|--|
| ☐ Housing costs | ☐ Healthcare |
| ☐ Low income | ☐ Taxes |
| ☐ Debt | ☐ Lack of access to property |
| ☐ Lack of savings | ☐ Lack of access to capital |
| ☐ Lack of investment knowledge | ☐ Other |
| ☐ Childcare | |

SECTION 12 - Community and Social Profile

197. How connected do you feel to your neighborhood?

- ☐ Extremely connected
- ☐ Very connected
- ☐ Somewhat connected
- ☐ Slightly connected
- ☐ Not connected

198. How many of your close friends live in Nashville?

- ☐ None
- ☐ 1–3
- ☐ 4–10
- ☐ More than 10

199. How many members of your immediate family live in Nashville?

- ☐ None
- ☐ 1–3
- ☐ 4–10
- ☐ More than 10

200. Which activities do you regularly participate in?

- | | |
|---|---|
| ☐ Church or religious activities | ☐ Restaurants |
| ☐ Neighborhood meetings | ☐ Libraries |
| ☐ Volunteer work | ☐ Arts/crafts |
| ☐ Sports | ☐ Exercise/fitness |
| ☐ Parks | ☐ Social media |
| ☐ Museums | ☐ Civic organizations |
| ☐ Live music | ☐ Professional organizations |
| ☐ Theater | ☐ Other |
| ☐ Festivals | |

201. Do you volunteer?

- ☐ Frequently
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

202. Would you like to volunteer more?

- ☐ Yes
- ☐ No
- ☐ Maybe

203. How would you describe your household economically?

- ☐ Lower income
- ☐ Working class
- ☐ Lower middle income
- ☐ Middle income
- ☐ Upper middle income
- ☐ High income
- ☐ Prefer not to categorize

204. Do you believe economic class significantly affects life opportunities in Nashville?

- ☐ Extremely
- ☐ Very much
- ☐ Somewhat

- ☐ Very little
- ☐ Not at all

205. Do you believe your ZIP code affects your access to opportunity?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

206. Do you believe your neighborhood receives its fair share of public investment?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ Probably no
- ☐ Definitely no
- ☐ Unsure

207. Which public investments are most needed in your neighborhood?

- | | |
|---|---|
| ☐ Roads | ☐ Job training |
| ☐ Sidewalks | ☐ Public safety |
| ☐ Parks | ☐ Healthcare |
| ☐ Transit | ☐ Grocery stores |
| ☐ Schools | ☐ Small-business support |
| ☐ Libraries | ☐ Drainage/stormwater |
| ☐ Community centers | ☐ Street lighting |
| ☐ Affordable housing | ☐ Other |

SECTION 13 - Civic Knowledge, Local Government and Participation

208. Do you know who represents you on the Metro Council?

- ☐ Yes
- ☐ No
- ☐ Unsure

209. Do you know your Metro Council district?

- ☐ Yes
- ☐ No

210. How familiar are you with Metro Government?

- ☐ Very familiar
- ☐ Somewhat familiar
- ☐ Slightly familiar
- ☐ Not familiar

211. Do you believe you understand how Nashville makes land-use decisions?

- ☐ Very well
- ☐ Somewhat
- ☐ Slightly
- ☐ Not at all

212. Do you believe Nashville residents receive enough notice about major development proposals?

- ☐ Always
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ Never
- ☐ Unsure

213. Do you believe residents have meaningful opportunities to influence Metro Government?

- ☐ Definitely yes
- ☐ Probably yes
- ☐ Probably no
- ☐ Definitely no
- ☐ Unsure

214. How much trust do you have in Metro Government to make decisions in the best interest of residents?

- ☐ A great deal
- ☐ A fair amount
- ☐ Some
- ☐ Very little
- ☐ None
- ☐ Unsure

215. How much trust do you have in developers operating in Nashville?

- ☐ A great deal
- ☐ A fair amount
- ☐ Some
- ☐ Very little
- ☐ None
- ☐ Unsure

216. How much trust do you have in neighborhood organizations?

- ☐ A great deal
- ☐ A fair amount
- ☐ Some
- ☐ Very little
- ☐ None
- ☐ Unsure

217. Would you attend an educational session about Nashville government, zoning, development, or economic policy?

- ☐ Yes
- ☐ No
- ☐ Maybe

SECTION 14 - Nashville’s Future

218. What is the single greatest strength of Nashville today?

219. What is Nashville’s most serious problem?

220. What should Nashville protect as it grows?

221. What should Nashville change?

222. What should Nashville build more of?

223. What should Nashville stop building?

224. Which neighborhood investment should receive the highest priority?

225. What would make it easier for your family to remain in Nashville?

226. What would make Nashville a better place to raise children?

227. What would make Nashville a better place to retire?

228. What would create more economic opportunity for Nashville residents?

229. Who should benefit from Nashville’s future growth?

230. What do you want Nashville to look and feel like 10 years from now?

231. Is there anything else you want Nashville’s leaders, employers, developers, institutions, or community organizations to understand?

SECTION 15 - Follow-Up

232. Would you like to receive the final results of this survey?

- ☐ Yes
- ☐ No

233. Would you be willing to participate in a future focus group?

- ☐ Yes
- ☐ No
- ☐ Maybe

234. Would you be willing to participate in neighborhood economic-development meetings?

- ☐ Yes
- ☐ No
- ☐ Maybe

235. Would you like information about any of the following?

- | | |
|---|--|
| ☐ Homeownership | ☐ Financial education |
| ☐ Real estate | ☐ Investing |
| ☐ Zoning | ☐ Estate planning |
| ☐ Development | ☐ Civic participation |
| ☐ Job training | ☐ Metro Government |
| ☐ Entrepreneurship | ☐ Other |
| ☐ Business ownership | |

Name (optional)

Email (optional)

Phone (optional)

Preferred method of contact

- ☐ Email
- ☐ Phone
- ☐ Text