



2022 YEAR IN REVIEW

FIGHTING FOR THE SOUL OF OUR CITY



IN 2022, SUN TOOK ON THE MOST POWERFUL CORPORATIONS AND DEVELOPERS IN NASHVILLE.

We're proud to report that we took heavy blows, but are unbowed and ready for the next round. We'll never back down in this fight for our city.

– MICHAEL CALLAHAN-KAPOOR, INTERIM DIRECTOR



Impossible is just a big word thrown around by small men who find it easier to live in the world they've been given than to explore the power they have to change it. Impossible is not a fact. It's an opinion.

Impossible is not a declaration. It's a dare. – Muhammad Ali



PATHWAYS OUT OF POVERTY

MUSIC CITY CONSTRUCTION CAREERS

Nashville's construction industry continues to boom, but far too much of the work still goes to bad actors who don't hire locally or provide apprenticeships. SUN is a proud partner of Music City Construction Careers, a life-changing apprenticeship readiness program to solve this problem by creating pathways to careers in the union trades for underrepresented Nashville residents, with an emphasis on women, communities of color, and veterans. The program graduated and changed the lives of 33 students this year! Other highlights include Mayor Cooper giving the commencement address at the summer graduation ceremony, getting the program into Cane Ridge High School for graduating seniors, and being awarded a \$50,000 grant from Metro Nashville.

CBA FIRST SOURCE HIRING PROGRAM

The Community Benefits Agreement we won in 2018 includes a First Source Hiring Program to ensure jobs go to those who need them most. We're proud to report that 81 Promise Zone residents were hired in 2022 - that is roughly 40% of hires! And it doesn't stop there. Thanks to the hard work of our Community Advisory Committee, the wage floor was raised from \$15.50 to \$17 per hour!

FEATURED IN

NewsChannel 5
NASHVILLE

[Thousands of construction jobs, not enough workers: A Nashville program is trying to change that](#)

NashvillePost
NASHVILLEPOST.COM

[Job fair culmination of one Nashville SC community promise](#)



DEPARTMENT OF LABOR SECRETARY MARTY WALSH VISITS NASHVILLE

It was a big honor to have a member of the President's Cabinet visit Nashville to learn about our Community Benefits Agreement and worker organizing in the South. Our team and coalition partners shared why a CBA was needed and how our partners came together and organized the community. The energy was electric as we heard directly from MC3 graduates who shared how the Apprenticeship Readiness Program changed their lives. Secretary Walsh was very impressed with the good work happening in Nashville and expressed the need for more CBAs and apprenticeship training programs across the country.

PROFILE IN POWER

One of SUN's goals is to combine transformative leadership with powerful policy feedback loops. Larry Turnley, known as LT, personifies this aim. Since returning from prison, LT has dedicated himself to interrupting violence and uplifting the Black community. He's passionate about social and economic justice. That's why we chose him for our inaugural Boards and Commissions Leadership Institute, as well as our MC3 Apprenticeship Readiness Program. As a result, LT was just appointed to the Procurement Standards Board in a community position created by our Get It Right Bill. The city spends \$440 million per year on construction. LT will now be able to keep Metro accountable to hiring minority contractors and protecting workers as part of its procurement process.



When I was incarcerated in federal prison with a life sentence, my biggest fear was dying in prison and only being known as a drug dealer,” says LT. “To now get an opportunity to serve my community positively and have my name mentioned in a positive light is a dream come true and what I envisioned while in prison.”

- LARRY TURNLEY



SETTING THE STANDARD FOR CBAS IN MUSIC CITY

We are proud to say that Block C of the soccer stadium development, which includes 160 of the affordable housing units and the 4,000 square feet of retail incubator space for small businesses has gone vertical and is on track to be completed in 2024! During our July public Community Advisory Board meeting, we heard from dozens of entrepreneurs about their vision for the micro-unit spaces and how they can be best utilized. We will share more CBA updates at our last public meeting of the year on December 13, when the annual report is presented to the community.

SUN has moved the Overton window on community benefits in Nashville. Now there is an expectation that major developments will include them. But corporate developers and lobbyists are trying to co-opt the powerful tool with “community benefits commitments” and “community benefits platforms” that are weak on centering those most impacted and lack meaningful community engagement. These platforms have minimal enforcement, lack accountability, and in many cases are being signed with groups that have no connection to the community in question. The upshot is that we will have to build even stronger bases and campaigns to ensure the integrity of CBAs.

WE ARE UP FOR THE CHALLENGE!



FEATURED IN

AXIOS Nashville

[Community benefits agreements in the spotlight](#)



THE FUTURE OF EAST NASHVILLE

If you ask working-class people in Nashville their vision for the new East Bank, they are more likely to say affordable housing, quality jobs that prioritize Nashvillians, local businesses, and inclusive outdoor and entertainment spaces than they are to say a \$2 billion domed stadium funded by our tax dollars. We know because we did the deep community engagement needed to hear from the people! Over 200 Nashvillians came out to our Fish Fry & Facts event where we had the community weigh in on what they wanted to see on the East Bank. Our organizing and advocacy resulted in "Housing for All" and "Economic Opportunity for All" to be guiding principles in the East Bank Vision Plan. We also partnered with NOAH to convene a panel of experts to discuss the pros and cons of the proposed new NFL stadium in the East Bank. We gave the public an opportunity to ask real, hard questions and get answers in a community Q&A. As major decisions on the redevelopment of Titans Stadium and East Bank approach, we will continue to demand greater transparency and fight for the voice of the people to be heard!

[READ THE FULL REPORT](#)

standupnashville.org/sun-releases-east-bank-community-survey-results/



FEATURED IN

Tennessean.

[Riverchase re-development: Nashville council developers spar on plans](#)

RALLYING AGAINST DISPLACEMENT AT RIVERCHASE

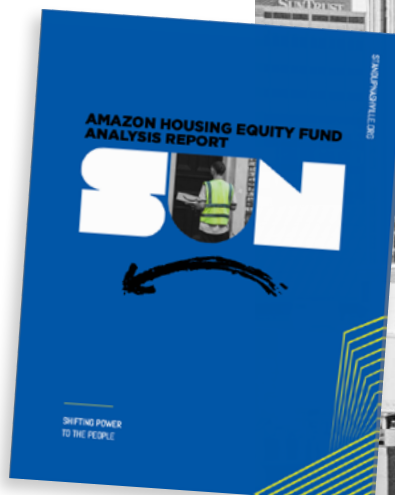
When news broke that Cypress Real Estate Advisors would be buying the RiverChase apartments and displacing over 175 Black and Brown families, SUN and our coalition partners immediately sprung into action. From knocking doors to building relationships to formulating demands at community meetings, we worked directly with Riverchase residents to get their needs met and hold CREA accountable. While Riverchase was ultimately rezoned, we held the Texas-based corporate developer accountable for commitments they made and successfully fought for the Riverchase residents to receive better housing outcomes. In the end, after a hard fought battle, CREA's deal was strengthened and Metro Council heard the community's voice.

KEEPING AMAZON FROM TAKING OVER NASHVILLE

SUN has played an important role keeping Amazon from gaining undue influence over our city's policymaking. SUN led the effort to kill a \$1 million transportation grant that would have given the corporation unprecedented influence over transit-oriented development. We also created a report and ran a public education campaign on Amazon's so-called Housing Equity Fund, highlighting how the fund could actually intensify inequality in Nashville.

READ THE FULL REPORT

standupnashville.org/wp-content/uploads/2021/12/SUN-Amazon-Housing-Report.pdf





ACTION ALERT

STOP SB2440

WOULD INTERFERE WITH A COUNTY'S
ABILITY TO MAKE ITS OWN
DECISIONS ON WHO IT EMPLOYS.

This bill limits opportunities for women-led and minority-led businesses, and hinders veterans attempting to enter the workforce in the public sector. Tell your official to vote NO to this bill with the link below!



<https://actionnetwork.org/letters/restore-local-authority-vote-no-on-sb2440/>

DEFENDING LOCAL DEMOCRACY

State interference is serious business in Tennessee. We formed We Decide TN to challenge our state legislature aggressively preempting policies that would benefit our communities. In 2022, our coalition worked to repeal the ban on paid sick leave as workers struggled to take care of their families during the pandemic. We gained bipartisan support, but it failed in Committee due to the Chair being turned by a powerful business lobby group right before the vote. We built out a broader defensive network that helped defeat harmful bills. We stopped a bill that would have banned books depicting LGBTQ+ people and stripped local school boards and librarians from providing diverse reading materials for their own students and communities. We defeated a bill that would have prevented local officials from enacting policies that promote racial and gender equity.

We also beat back a bill that would have blocked local governments from regulating short-term rental properties based on what's best for their communities instead of Airbnb. One of our most promising endeavors was starting to organize local elected officials from urban, suburban, and rural communities to get involved. This deeper organizing work will be central to our power-building strategy going forward.

SHIFTING THE POWER TO THE PEOPLE IN 2023

LAUNCHING THE ELLA BAKER FREEDOM SCHOOL

To win bigger fights in our hostile environment, we have to build a wider, deeper, and stronger base in Nashville and across Tennessee. This is why we're launching the Ella Baker Freedom School. The school will cultivate the skills, relationships, and strategic campaigns needed to build People Power mighty enough to transform our state's politics and economy.

EAST BANK OUR WAY

2023 will be a pivotal year for what happens with the massive East Bank redevelopment. Billions of public dollars and over 100 acres of public land are at stake. The votes on building a new Titans stadium, which as proposed would make it the most expensive publicly funded stadium in the NFL, will take place in February and March. We will organize our communities to demand transparency and equitable outcomes.

THE BCLI IS BACK!

We know there's more than one way to serve your community. Some people run for office or start their own community group, while others seek leadership positions within their faith community or their school. But there's one path to leadership that far too few of our people pursue: appointment to one of Nashville's boards and commissions. These bodies have immense power to make change — or protect the status quo — in our city. Our Boards and Commissions Leadership Institute will be back and better than ever in 2023! **Applications are open now through January 15 for our second cohort.**

Apply here tinyurl.com/BCLI2023

  **STANDUPNASHVILLE**

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We've been busy challenging business as usual and working towards a government and economy that serves all Nashvillians. We couldn't have done it without the support of our incredible volunteers, interns, organizers, residents, donors, elected officials, funders, and allies. A special shout out to our incredible member organizations: Central Labor Council of Nashville and Middle Tennessee, The Equity Alliance, Laborers 386, Nashville Organized for Action and Hope, Painters District Council 58, and SEIU 205. And last but certainly not least, this is a national fight and we're proud to work in solidarity with Power Switch Action.

Thank you all so much. We look forward to exploring our power and daring to demand the impossible together in 2023."