

NashvilleInternational Center for Empowerment
Mayor David Briley's Office FY 2020 Direct Appropriation Proposal

1. Services Provided to Davidson County Residents

NICE began when a child soldier and refugee from South Sudan recognized a need for services for Sudanese refugees in Nashville. Dr. Gatluak Ter Thach, our current President & CEO, opened up his home to teach English to Sudanese women. As the organization's services have expanded, NICE's commitment to refugee and immigrant leadership has been paramount. NICE ensures refugees and immigrants achieve their full potential now and for generations to come. Since 2005, the organization's services have been crucial in supporting the economic, linguistic, and civic integration of 28,000 New Americans in Middle Tennessee. The organization provides wraparound services to clients through 6 core program areas:

1. **Adult Education:** Organizes and executes 18 different English Language Learners (ELL) classes ranging from Level 1 (Beginner) to Level 5 (Reaching Fluency) at three different locations as well as pre-GED and citizenship classes.
2. **Community Empowerment:** Provides communities facing trauma, language, and cultural barriers with access to social services, youth education programming, community engagement programming, and cultural exchange partnerships.
3. **Employment:** Coaches clients through the job search process, equipping clients with skills they need to acquire long-term sustainable employment and connecting them with individualized job placement.
4. **Health:** Provides intensive case management through two case management programs, closing gaps that hinder a client's ability to be completely self-sufficient. Additionally, the health program addresses issues of chronic health concerns among New American populations through one-on-one health lessons, monthly nutrition classes, and monthly health screenings.
5. **Immigration:** Helps clients submit immigration documents, obtain permanent residency, navigate the naturalization process, and reunite families.
6. **Refugee Resettlement:** Guides newly-arrived refugees in adjustment to their lives in Nashville through services including airport pickups, securing and furnishing apartments, enrollment in social services, and medical screenings.

2. Residents Currently Served and Benefit

NICE has worked to realize its vision of integration, empowerment, and civic participation for New Americans by recognizing and equipping immigrant talent, labor, entrepreneurial spirit, and spending power in Tennessee. NICE serves almost 3,000 individuals a year, reaching a wide base of immigrant and refugee community members. English, pre-HiSET, and citizenship classes in the adult education department provide weekly classes to over 700 immigrants, refugees, and asylee students each year. In FY2018, NICE received a three year Tennessee Department of Labor and Workforce Development IELCE grant to expand its Adult Education and Civic

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Engagement programs. Funding from the State of Tennessee allowed for a workforce component to be added to NICE's English class offerings and to accommodate student demand for workforce development in Middle Tennessee. With this funding, NICE's Adult Education Program enrolled 704 clients in classes and continues to grow in demand because of its program design. The program targets New American clients who want a workforce-track ELL education. The community empowerment program reaches over 1,000 clients a year through community integration, resource expansion, and youth education programming. Additionally, NICE's immigration department completes over 500 applications each year. NICE is uniquely positioned to serve immigrants of multiple linguistic and ethnic backgrounds and has built strong relationships with the Congolese, Somali, Sudanese, Burmese, Nepali, Afghani, Iraqi, Eritrean and Kurdish communities residing in Davidson County.

One Congolese family who came to NICE as secondary migrants from Utah came with five children, one of whom is their 15-year-old son with a brain tumor. He had undergone surgery in Utah, but still had metal stitching. Since the family was not acquainted with the medical procedure and moved away from the doctor who performed the surgery, their son was in tremendous pain from continuing to live with the now healed-over stitches. When they moved to Nashville, our health team at NICE was able to work with the family and local doctors to get the stitches removed and provide resources for the entire family. Cases such as these are becoming more common as Nashville's foreign-born population continues to grow. The influx of such cases often becomes time-consuming and stressful for our already limited staff.

3. Funding Requested

NICE requests \$50,000 from the Metropolitan Government of Nashville and Davidson County. This \$50,000 will fund the following activities:

- \$35,000 will fund 100% of a Secondary Migrant Caseworker position to provide comprehensive case management services to secondary migrants
- \$2,520 will fund supervision of the program by a program manager at 6% of a yearly salary of \$42,000.
- \$3,880 will fund administrative support and oversight of the program from the President & CEO (\$1,680- 2% of 84,000/ year salary), Director of Operations (\$1,300- 2% of 65,000/ year salary, and an administrative assistant (\$900- 3% of 30,000/year salary).
- \$5,775 will fund Fringe, FICA, Medicare, SUTA for these four employees
- \$345 will fund professional fees including a yearly audit, accounting, and technology use
- \$1,350 will fund occupancy at 3% of the total organizational cost
- \$1,130 will fund supplies including printing materials to increase awareness of services and basic office supplies

4. Additional Residents Served and Benefits

As federal and state budgets continue to tighten, a resource gap in funding and local infrastructure affects NICE's capacity to sustain services for secondary migrants. Secondary migration occurs outside of official resettlement channels, therefore, little advance notice or preparations can be made for refugees and asylees choosing this route. Failing to support this gap in services for refugee and immigrants would likely cause greater marginalization in the local community. This increase has been challenging because of an unexpected number of clients needing services beyond the 90-day federal resettlement provisions. The State Department provides limited funding to states for secondary migrant services. This has resulted in a greater demand for services with fewer resources for refugees to access housing, social services, medical referrals, and school enrollment for children. The potential impact of this funding is quite large. There are over 7,000 asylum seekers living in Davidson County that would be eligible for service through this grant. The Secondary Migrant Caseworker will support 100 families in FY2019 with unduplicated services. 90% of these families will be employed and economically independent at the end of a 6 month period. 80% of eligible families will receive TennCare application assistance.

5. Additional Community Benefits

The Nashville International Center for Empowerment (NICE) is an Ethnic Community Based Organization (ECBO) located in Davidson County which provides culturally competent social services to refugee and immigrant populations in Middle Tennessee. NICE delivers vital services locally to vulnerable refugee and immigrant communities fleeing war, persecution, and displacement in a global migration crisis. The greater Middle-Tennessee area encompassing Davidson and Rutherford Counties has one of the highest refugee populations per capita in the nation. Davidson County takes in more than half of the entire state's incoming refugees. According to the Tennessee Office for Refugees, the refugee population in Tennessee grew by about 7,000 people between 2008 and 2012, about 5,000 of which were in the Nashville area. Last year, NICE served 2,903 refugees, asylees, and secondary migrants. NICE also placed 144 refugee families in homes and secured employment for 200 clients. In 2017, \$4,576,000 gross income was invested back into the Nashville community through the income of NICE clients. New Americans continue to migrate to the United States and ECBO organizations such as NICE assist them to achieve economic self-sufficiency as quickly as possible after arrival. NICE's community-based organization model results in relationship-rich social services with access to clients in hard-to-reach communities experiencing trauma, language, and cultural barriers. These innovative programs encourage cultural interaction, ethnic solidarity, and empowerment to become community leaders through long-term integration leading to increased self-reliance.

6. Use of Award to Create Equitable Opportunities in Nashville

NICE works to build an equitable society in which all Nashville residents, including refugees and immigrants, are able to reach their full potential. By allowing NICE to serve secondary migrants, this award will give our clients access to the services and education they need in order to become active participants in the Nashville community. These individuals and families will have the opportunity to build economic strength through comprehensive case management services provided through this grant. NICE's culturally competent services are a means for refugees and immigrants to attain long-term acculturation and adaptation to US society. Organizations such as NICE manage cultural exchanges, social services, and deal directly with inequities and challenges that refugees and immigrants face after relocation. The maintenance of these relationships between Nashville and New American communities is necessary for fomenting an acceptance of the local customs, laws, and culture at large.