

Metro Human Relations Commission MNPD Training Academy



Mobile Diversity Seminar Spring 2016



MHRC acknowledges and appreciates the
Metro Human Relations Commission Support Fund of the Community foundation of Middle Tennessee
for their sponsoring this Resource Guide and the
Guided-Conversation Luncheon catered by King Tut's Middle Easter Cuisine.



MNPD Mobile Diversity Seminar

Spring 2016



Welcome to a day of discovery and new insights! Throughout this **Mobile Diversity Seminar** you will encounter familiar ideas and some – not so much. In the pages that follow, we invite you to capture your thoughts, impressions, and reactions. This will become your “personal diversity blue print” that you can use as a reference tool as you hit the beat of Music City!

Time	Topic	Location
6:30-7:00	Coffee and Welcome Executive Director Mel Fowler-Green Mayor Megan Barry Chief Steve Anderson	Police Academy
7:00-7:20	Travel to Islamic Center of Nashville	
7:30-8:45	Muslim Community	Islamic Center of Nashville
8:50-9:10	Travel to Casa Azafrán	
9:20-10:10	Latino Community	Casa Azafrán
10:10-11:15	New Americans	Casa Azafrán
11:15-11:30	Break	Casa Azafrán
11:30-12:30	Lunch and Guided Conversation	Casa Azafrán
12:40-1:00	Travel to Out Central	
1:00-2:00	LGBTQ Community	Out Central
2:00-2:15	Travel to Fisk University	
2:20-3:45	African American Community	Fisk University; Jubilee Hall
3:45-4:00	Return to Police Academy	Police Academy



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Nashville is stronger because of the many different cultures that are woven into the fabric of our city. While our similarities vastly outweigh our differences, fully understanding those differences is critical to overcoming them. I want to thank you for taking time to gain a deeper understanding of the many diverse communities you have sworn to protect and serve. I know that the knowledge you gain today will help in forging stronger relationships within the community that will not only help solve crimes after they occur, but stop them before they ever start.

- **Mayor Megan Barry**

We are excited about our new partnership with the Metro Human Relations Commission concerning our Community Tour. We believe this partnership will offer great insight to our trainees regarding our diverse population and what they have to look forward to as they serve our community.

- **Captain Keith Stephens**



All meaningful relationships are built on a foundation of trust and mutual respect. This includes the relationship between public servants and the communities they serve. The Metro Human Relations Commission is thrilled to partner with Metro Police Department on this full day cultural and diversity training intended to strengthen trust and respect between Nashville's diverse communities and the officers who serve and protect them. THANK YOU for your willingness to meet communities where they live and work; it is a real testament to your commitment.

- **Mel Fowler-Green**



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But:

Before we get started, let's test our
“cultural competency quotient”
with a quick game of:

Did You Know ... ?

On the next page, answer the questions. By
the end of the day, recheck your answers.

Ready, set, **go** ...! 

 Answers will be somewhere in the back of this Guide. Enjoy!

From 1 to 10 ,with 1 being the most spoken and 10 being the least spoken, rank the following languages based on how many students in Metro Nashville Public Schools speak them.

___ Amharic

___ Arabic

___ Burmese

___ English

___ Karen

___ Kurdish

___ Nepali

___ Somali

___ Spanish

___ Vietnamese

Bonus: How many languages are spoken by students who attend Metro Nashville Public Schools? (Please circle)

25-50

51-75

76-100

101-125

126-150



Circle the religions below that collectively make up the Abrahamic religions:

Buddhism

Christianity

Hinduism

Taoism

Islam

Confucianism

Judaism

Animism



In what year did Diane Nash and C.T. Vivian lead a march from Fisk University to the courthouse steps that ultimately led to the desegregation of Nashville's lunch counters?

19___



Circle the names of the Americans who were once refugees: Madeleine Albright Gloria Estefan Albert Einstein Henry Kissinger Andy Garcia Iman



By 2040, what percentage of Nashville's population will be Hispanic/Latino?

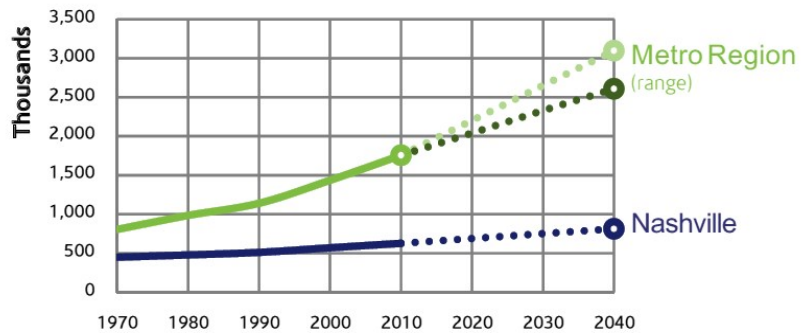
___%

DEMOGRAPHICS

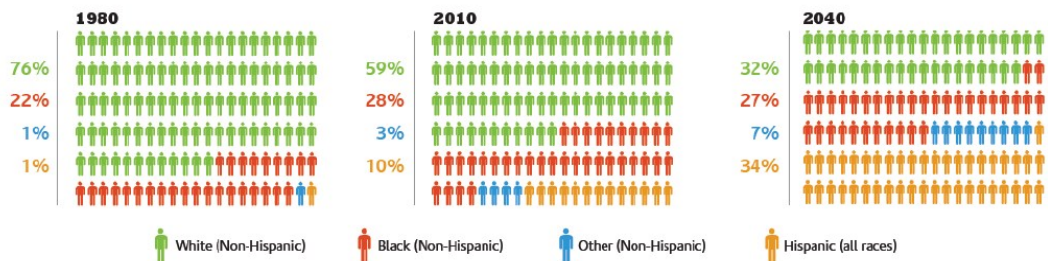


1 million
more people living in the
Metro Region by 2040

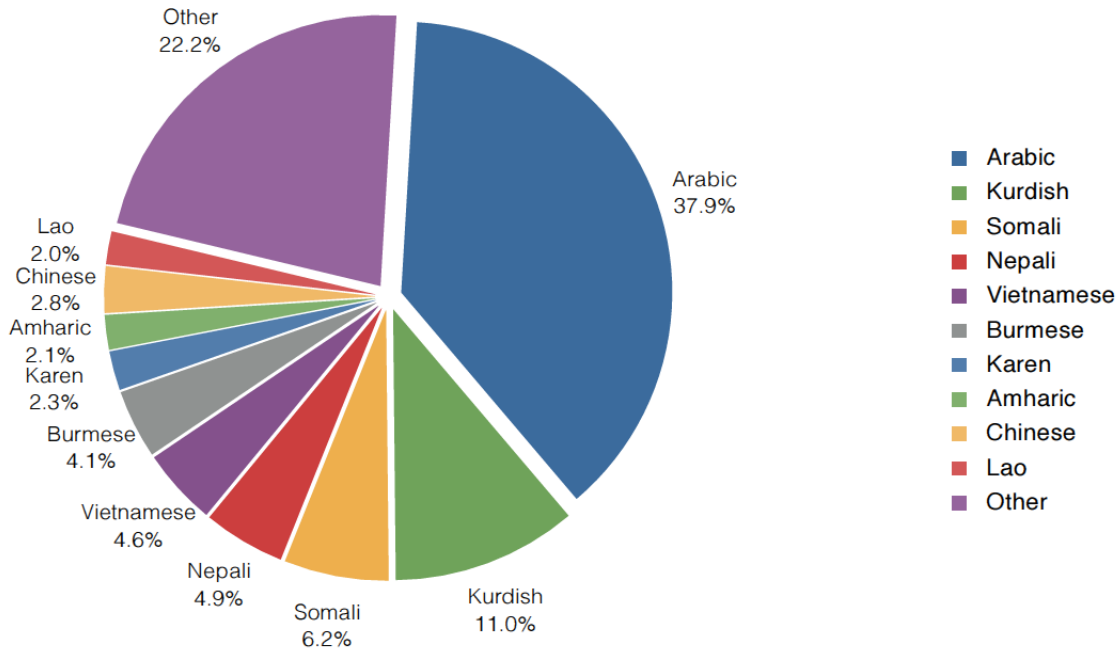
Population of Nashville and the Metro Region



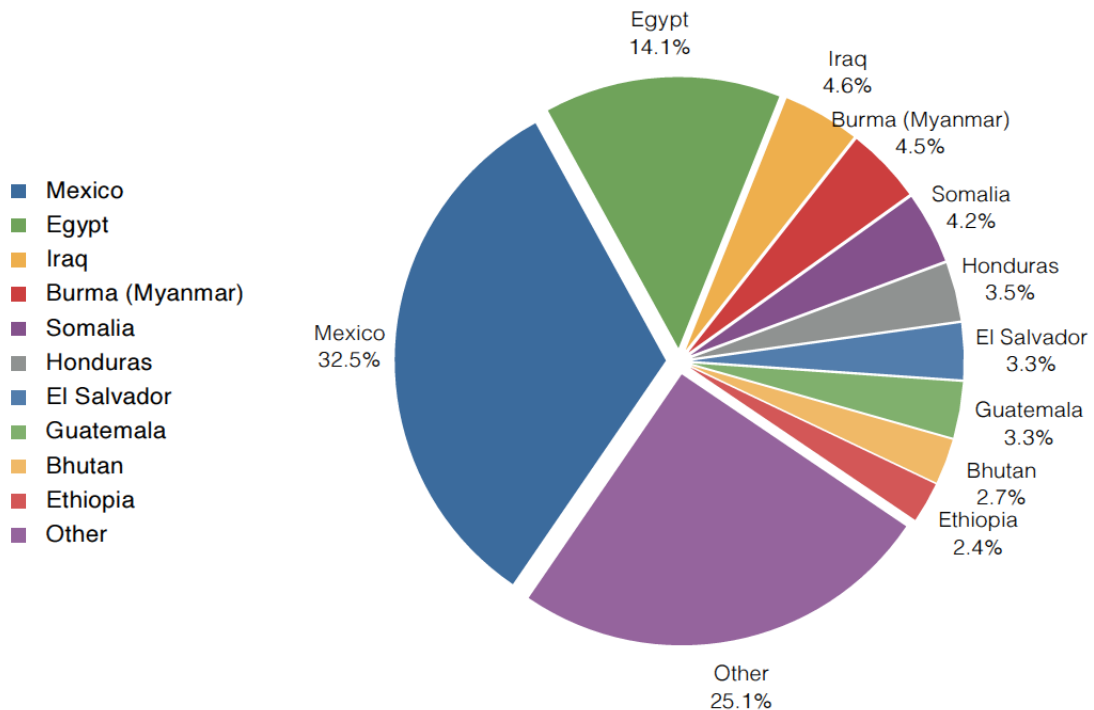
By 2040, no
ethnicity will
be a majority
of residents.



**Top 10 Identified Limited-English Proficient Communities (excluding Spanish)
in Metropolitan Nashville and Davidson County (2012)**

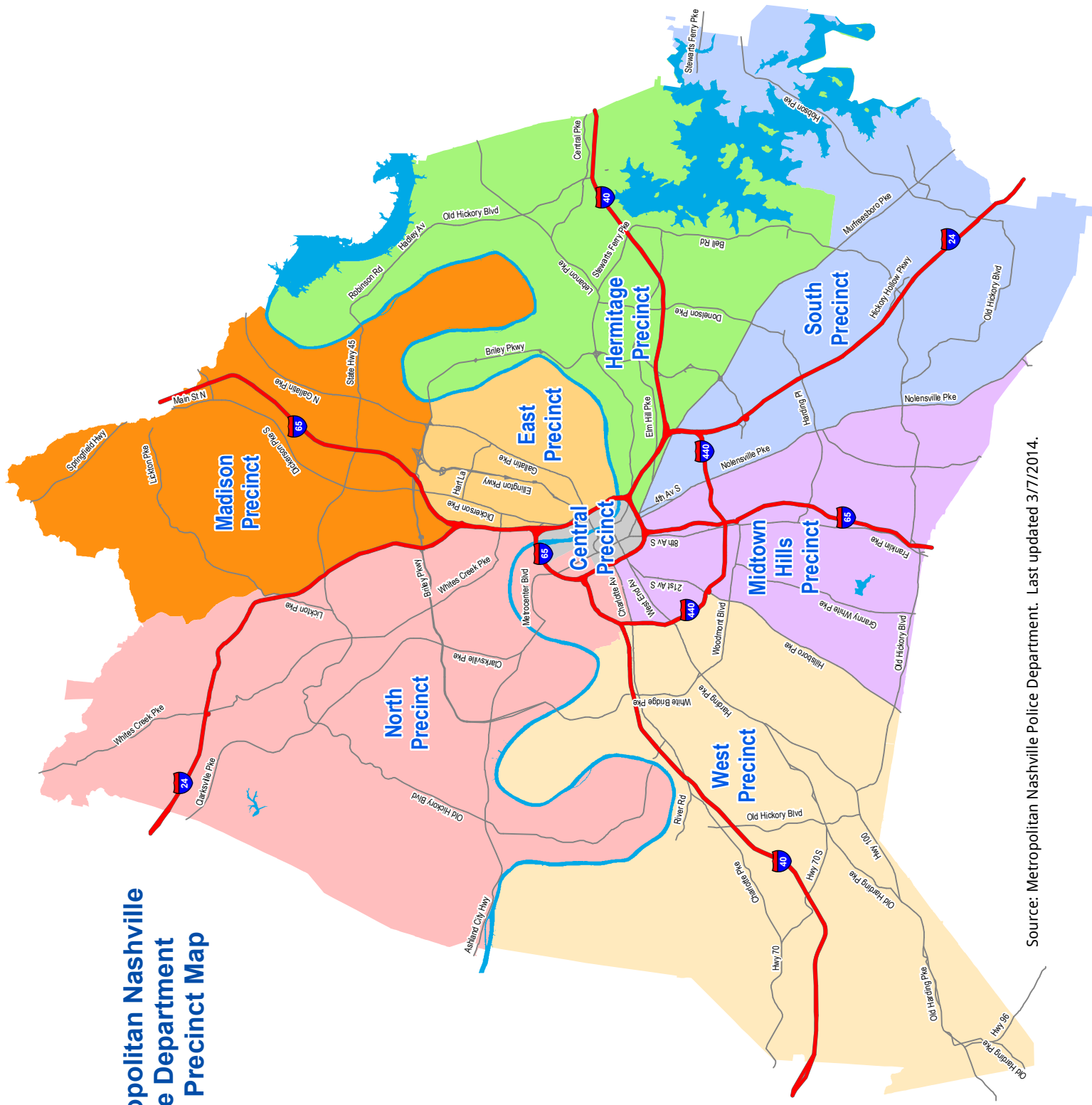


Top 10 Identified Countries of Origin (2011-12)





Metropolitan Nashville Police Department Eight Precinct Map



Source: Metropolitan Nashville Police Department. Last updated 3/7/2014.

Davidson County: Facts & Figures

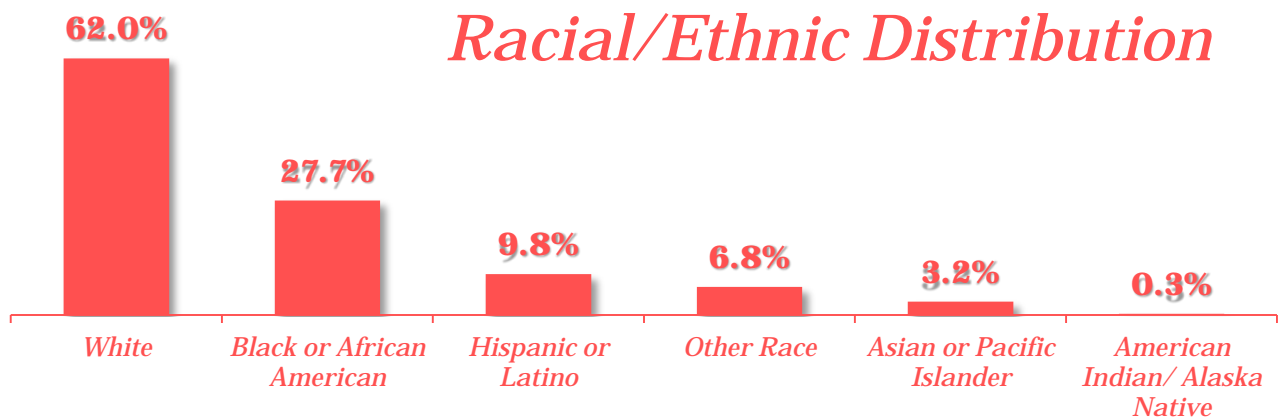


\$68,802

Mean Household Income



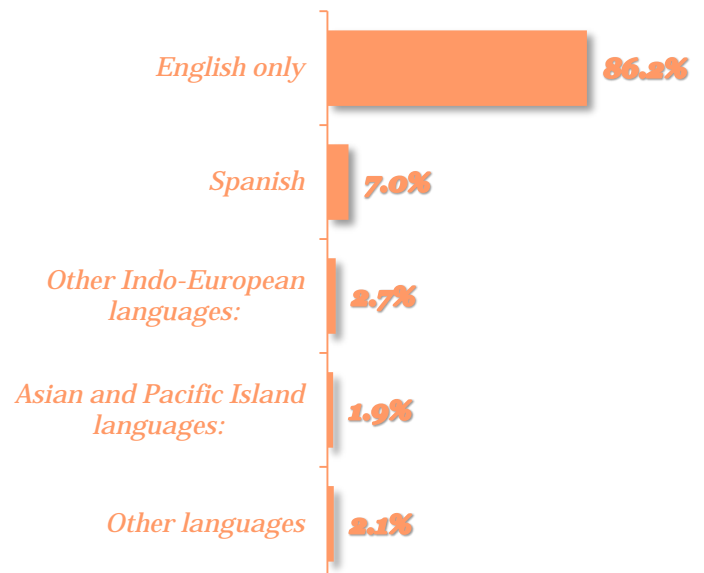
Racial/Ethnic Distribution



*Families
Living
Below the
Poverty
Line*

14.2%

Languages Spoken in Households



*Households
Speaking
Language Other
than English*

6.8%

\$63,941

*Mean
Household
Income*

CENTRAL PRECINCT

*Families
Living
Below the
Poverty
Line*

20.2%

*Households Speaking
Language Other than
English*

6.9%


**EAST
PRECINCT**



*Families Living
Below the
Poverty Line*

22.7%

\$63,941



*Mean
Household
Income*

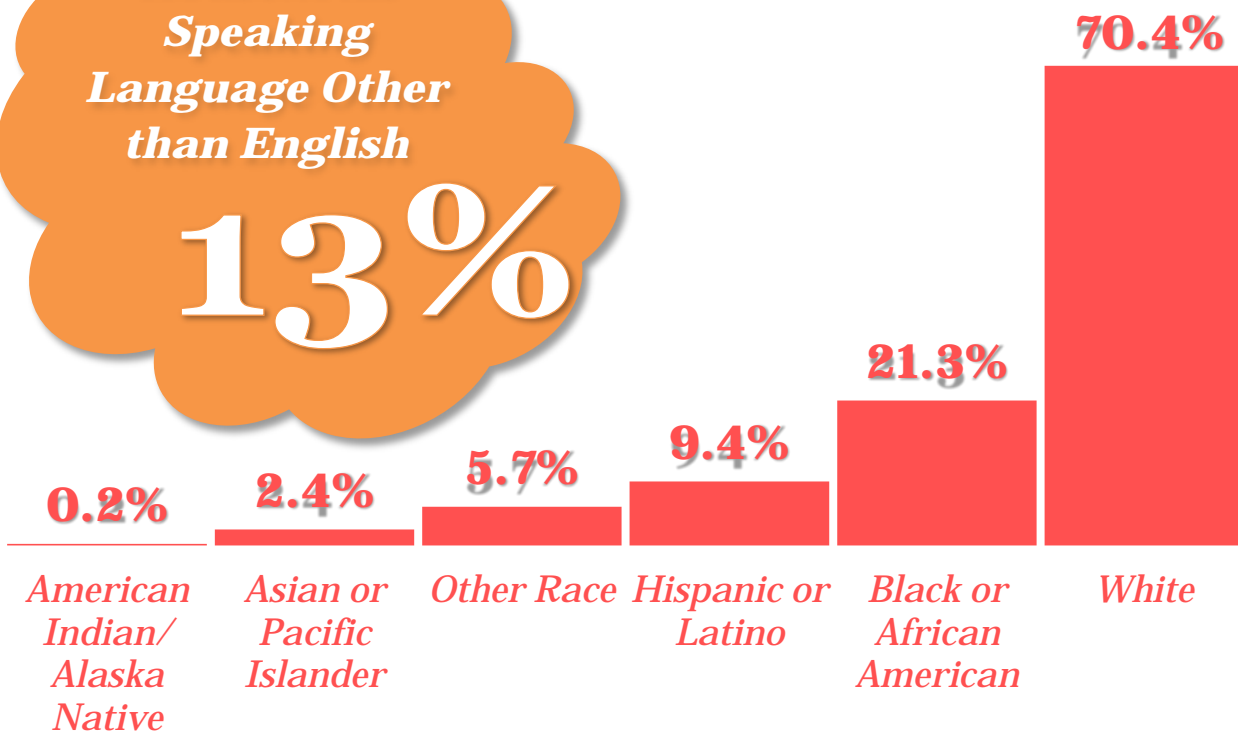
HERMITAGE PRECINCT

Mean Household Income
\$59,578

Families Living Below the Poverty Line
12.7%

*Households
Speaking
Language Other
than English*

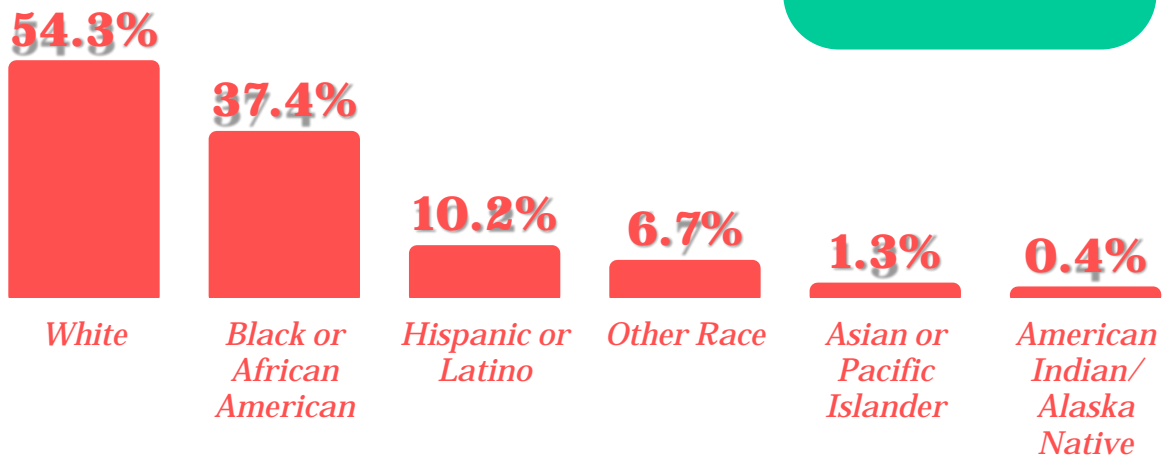
13%



MADISON PRECINCT

\$50,283

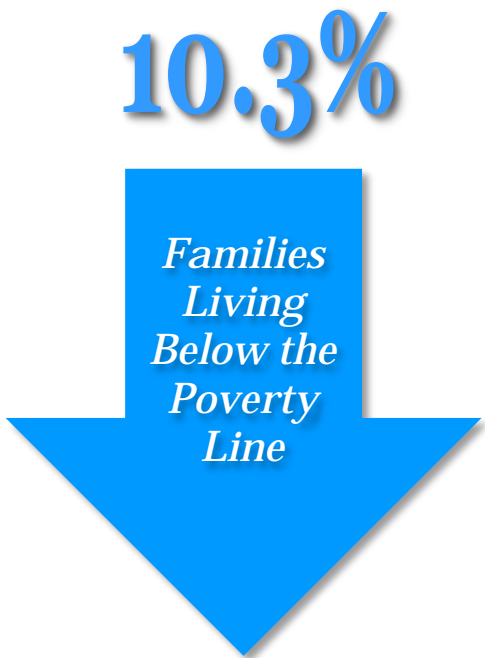
*Mean
Household
Income*



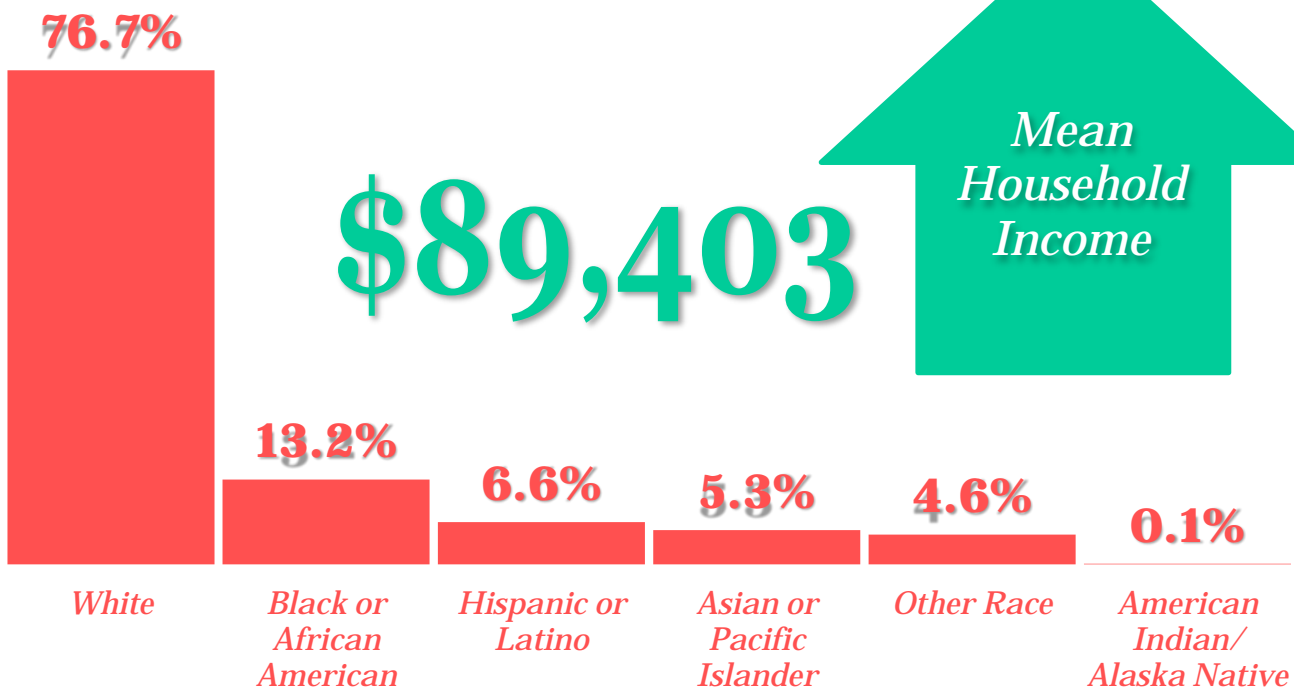
9% *Households Speaking
Language Other than English*

*Families
Living Below
the Poverty Line*

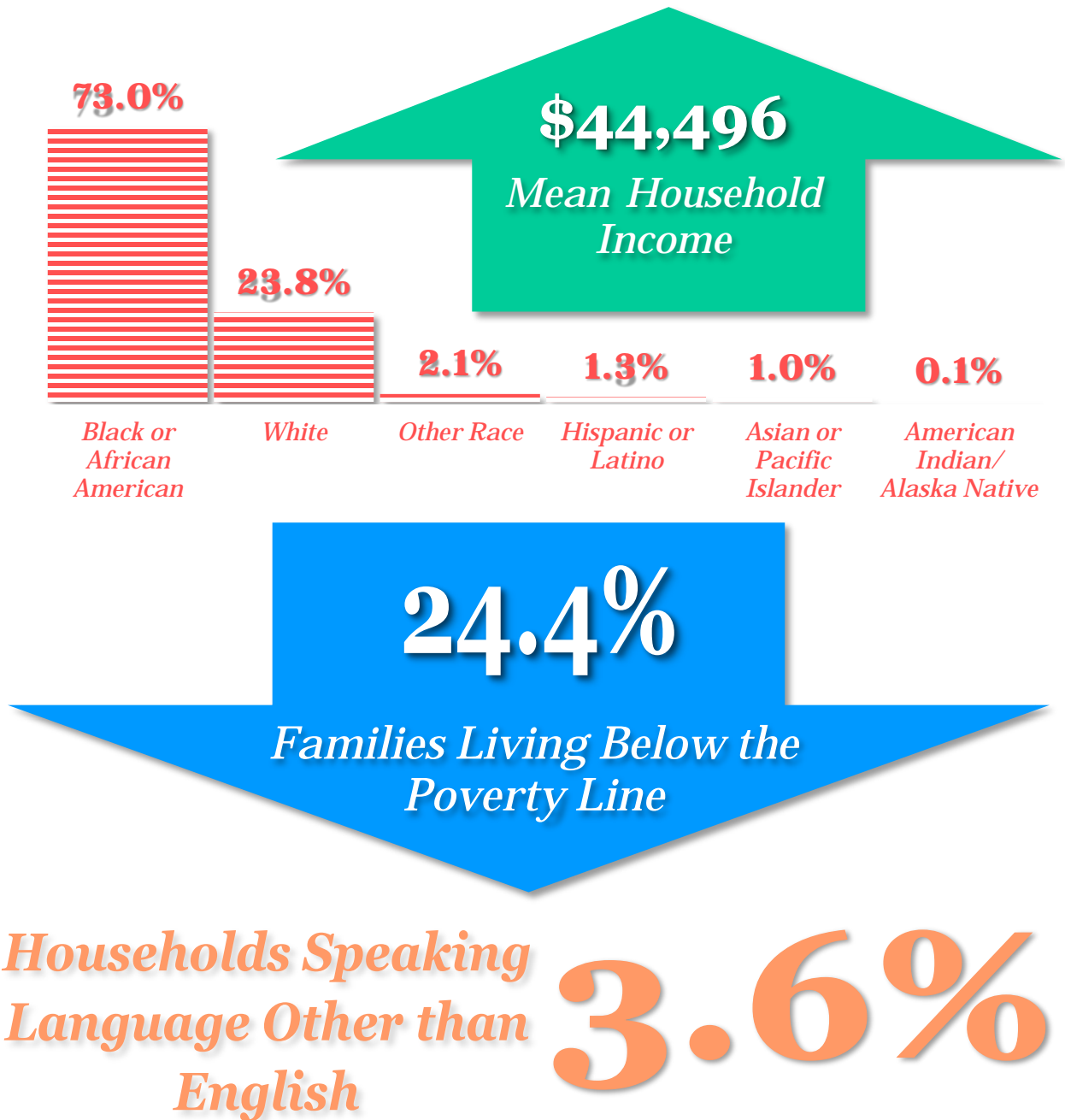
17.1%



MIDTOWN HILLS PRECINCT

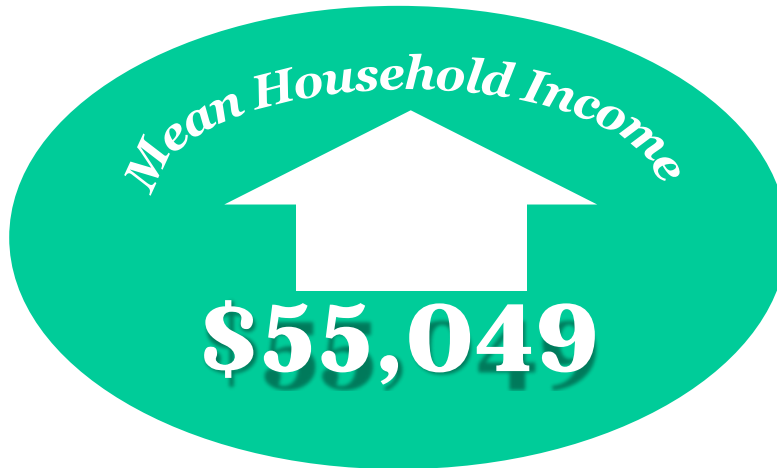


NORTH PRECINCT



Households Speaking Language Other than English

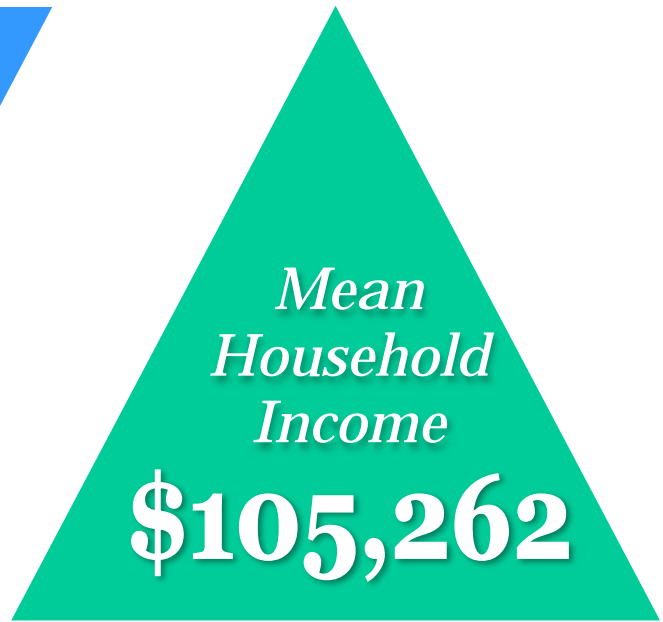
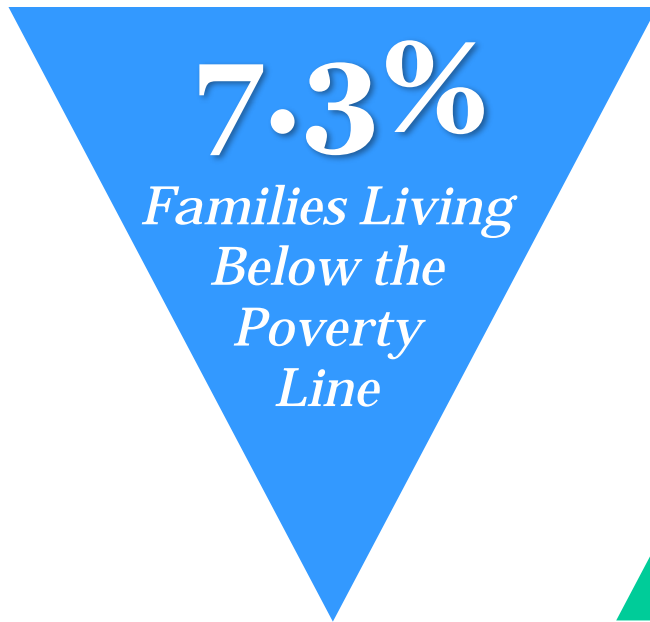
27.6%



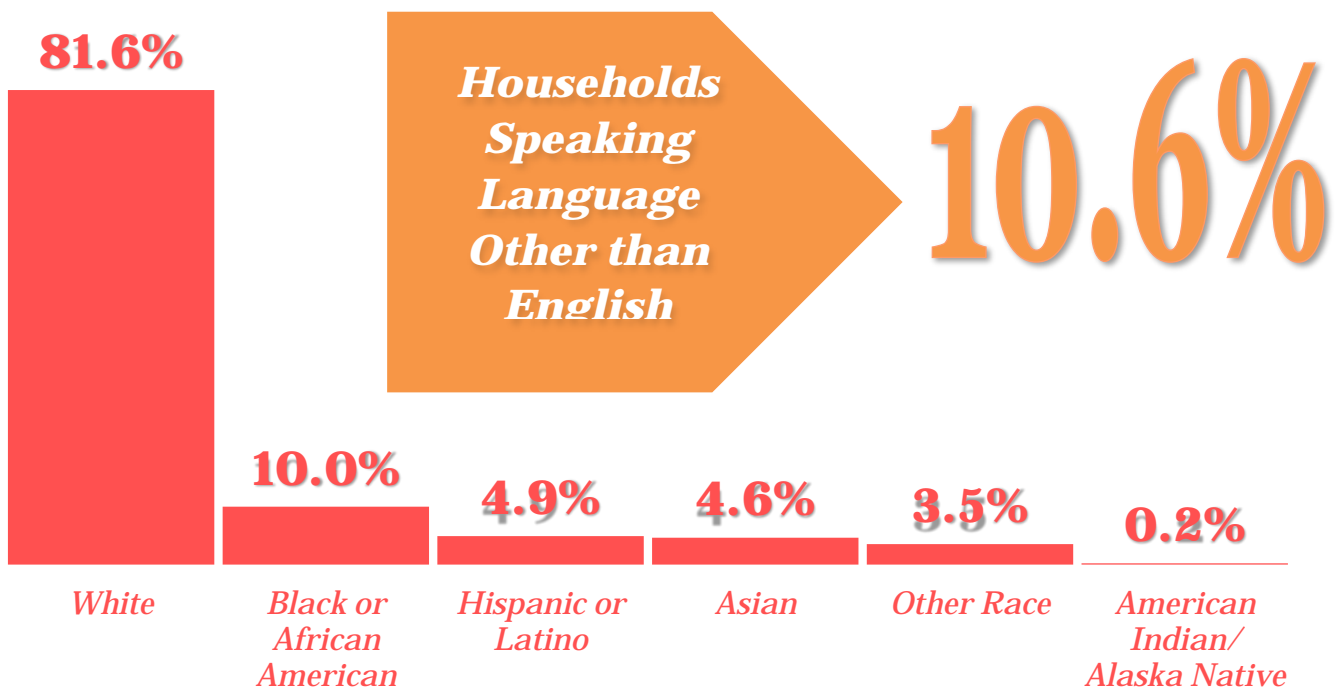
*Families
Living
Below the
Poverty
Line*

15.1%

**SOUTH
PRECINCT**



WEST _____ PRECINCT _____





MNPD Mobile Diversity Seminar Spring 2016



Tour Sites and Tour Site Descriptions

Facilitator
Mel Fowler Green
Executive Director
Metro Human Relations Commission



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Islamic Center of Nashville

2515 12th Avenue South, 37204
Midtown Hills Precinct

Who Are We?

Islamic Center of Nashville (also known as ICN), is one of the oldest mosques in Tennessee. It was founded in 1978 to help preserve the spiritual well-being of its members, as well as to foster a greater and better understanding between Muslims and people of other religious faiths. By October of 1979, as a result of financial resourcefulness and the blessing of the famous musician Cat Stevens, ICN became a reality.

ICN is a vibrant, diverse community that represents over 40 nationalities. Part of its mission is to participate in the general welfare of society through community service. Many of its service projects include Habitat for Humanity Builds, Red Cross, disaster relief efforts, and many other initiatives.

Connect With Us!

615-385-9379 www.icntn.org
Rashed Fakhruddin — President
ec@icntn.org



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First Stop: Islamic Center of Nashville

Primary Focus of This Visit: The Muslim Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



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Casa Azafrán

2195 Nolensville Pike, 37211
South Precinct

Who Are We?

Casa Azafrán is a bastion of community empowerment, nonprofit collaboration and global grandeur. Funded by public and private donations and grants, Casa Azafrán opened in December 2012 and is now home to Conexión Américas and nonprofit resident partners such as the American Center for Outreach, American Muslim Advisory Council, Family and Children's Service, Global Education Center, Financial Empowerment Center, Justice for Our Neighbors, Tennessee Immigrant and Refugee Rights Coalition, and United Neighborhood Health Services .

In addition, several non-resident partners make Casa Azafrán a vibrant place for the visual, film, literary and performing arts, including The Belcourt Theater, Frist Center for the Visual Arts, Nashville Public Library, Nashville Public Television and Nashville Symphony.

Connect With Us!

615-320-5152 en Español 615-269-6900
www.casaazafran.org
info@conamericas.com



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Second Stop: Casa Azafrán (Part 1)

Primary Focus of This Visit: The Latino Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



MNPD Mobile Diversity Seminar Spring 2016



Second Stop: Casa Azafrán (Part 2)

Primary Focus : New Americans Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



MNPD Mobile Diversity Seminar Spring 2016



Second Stop: Casa Azafrán (Part 3)

Primary Focus : Lunch(!) and Guided Conversations

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



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OutCentral

1709 Church Street, 37203
Midtown Hills Precinct

Who Are We?

The primary mission of OutCentral is to connect, educate, empower, and build a positive, energy-filled space for greater Nashville's diverse lesbian, gay, bisexual, and transgender community.

Our core values include a resolute commitment to:

- * Serve the whole community.
- * Respect every individual, household, and group.
- * Develop positive, healthy relationships.
- * Encourage all who come through our doors to achieve their fullest potential.

OutCentral provides a wide variety of high quality programming: Just take a look at our calendar! We offer a variety of conferences, concerts, lectures, readings, theater, film, community forums, panel discussions, and workshops, and are adding more all the time. We provide people who walk-in, call, or email with a wide variety of information that is not always easily accessible.

Connect With Us!

615-864-8182

www.outcentral.org

Our Mailing Address:



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Fourth Stop: OutCentral

Primary Focus of This Visit: LGBTQ Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



Fisk University

Jubilee Hall LLC

1000 17th Avenue North, 37203

North Precinct

Who Are We?

Founded in 1866, shortly after the end of the Civil War, Fisk University is a historically black university, and is the oldest institution of higher learning in Nashville, Tennessee. Fisk University produces graduates from diverse backgrounds with the integrity and intellect required for substantive contributions to society. Our curriculum is grounded in the liberal arts. Our faculty and administrators emphasize the discovery and advancement of knowledge through research in the natural and social sciences, business and the humanities. We are committed to the success of scholars and leaders with global perspectives.

Jubilee Hall LLC — undoubtedly the most striking of Fisk's campus buildings — is perhaps the most famous college residence hall in the world, having been constructed with proceeds from the historic 1871 Jubilee Singers' tour, as the first permanent structure erected in the South for the education of African Americans. Jubilee Hall has been a designated National Historic Landmark since its centennial in 1976. In 1984 Jubilee Hall underwent historic rehabilitation with funds provided through the United States Department of the Interior. Of special interest is the Appleton Room of Jubilee Hall, totally refurbished and adorned with a 14th-century ceiling from the Castle Polheim in Austria.

Connect With Us!

615-329-8500

www.fisk.edu



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Fifth Stop: Fisk University

Primary Focus of This Visit: The Black Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

⊕ **One Thing I Learned I Didn't Know I Needed to Know:**

⊕ **Something I Still Don't Quite Understand:**

⊕ **MY Primary Takeaway:**



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Helpful Resources

The mission of AMAC (American Muslim Advisory Council) is to foster mutual trust and respect among all people through civic engagement, community building and media relations in order to protect all Tennesseans from prejudice and targeted violence.

To achieve our mission, AMAC partners with law enforcement agencies throughout Tennessee to enhance their cultural awareness of Muslim, Sikh, South Asian and Refugee populations.

AMAC helps law enforcement agencies interact with Tennessee's Muslim communities more effectively and more safely through exploring how officers can handle common situations ranging from traffic stops to serving arrest warrants. Our training modules focus on strengthening law enforcement professionals' understanding of the religious and cultural norms, values and etiquettes that can profoundly impact these populations' encounters with law enforcement. These same skills can also improve how law enforcement agencies are perceived by the communities they serve.

Our research backed training modules range from basic, best practice presentations which only require one to three hour time blocks, to highly detailed socialized sessions and that would be scheduled as half and full day seminars.



"I have worked with AMAC's Executive Director for well over a decade. His knowledge of these American Muslim community and his ability to create mutually beneficial relationships have been off tremendous value to my work at the FBI."

~ Special Agent Patricia Villafranca, retired

Contact us today for more information:

info@amactn.com

Agency (Domestic Violence)	Contact Information
Family Law and Domestic Violence Clinic at Vanderbilt Law School Clinic primarily represents clients in cases involving orders of protection, custody, and visitation issues between parties who have never been married.	131 21st Avenue South, 37203 615-322-4964
Domestic Violence Support Groups through YWCA Nashville & Middle Tennessee Support groups for male and female survivors of domestic violence in both English and Spanish. Those concerned about domestic violence in their relationship with their intimate partner or have questions about the signs of domestic violence should call the YWCA's confidential Crisis and Information Line.	1608 Woodmont Blvd., 37215 615-269-9922 For times and locations, contact the 24-hour Crisis and Helpline: 1-800-334-4628 615-242-1199 (YWCA)
Kelly Miller Smith Center Against Abusive Behavior (KMSCAAB) Provides weekly counseling and education for perpetrators of assault to reduce violence and abusive behavior. Services include domestic violence classes, substance abuse education, anger management, violence prevention, and counseling.	460 10th Circle North, 37203 615-256-1904
Magdalene House/Thistle Farms Provides assistance to victims of abuse, trafficking, addiction, and prostitution. Assists women in finding work, returning to school, or entering Magdalene's job training program at Thistle Farms. Free, two-year program includes housing, food, medical and dental needs, and counseling.	5122 Charlotte Pike, 37209 615-298-1140 www.thistlefarms.org
Metro Nashville Police Department — Domestic Violence Division Assists with completing and filing orders of protection. Also offers weekly support groups.	811 2nd Ave South, 37210 615- 880-3000 (8am-10pm) 615-862-8600 (after 10pm) Night Court Administrator: 615-862-4628
OUR KIDS Center Provides expert medical evaluations and crisis counseling services in response to concerns of child sexual abuse.	1804 Hayes Street, 37203 615-341-4911
Morning Star Sanctuary Provides refuge for victims of domestic violence. Services include Emergency residence, transitional housing, children's programs, and court advocacy.	615-860-0188 (site) 615-860-0003 (24-Hour Crisis Line) www.morningstarsanctuary.org
Sexual Assault Center Provides healing for children, adults and families affected by sexual assault and sexual violence through counseling, education, and advocacy.	101 French Landing Drive, 37228 615-259-9055 1-800-879-1999 (Crisis & Support Line)
Tennessee Coalition Against Domestic and Sexual Violence The Coalition provides legal advice and representation to victims of domestic or sexual violence throughout Tennessee.	2 International Plaza, Suite 425, 37218 615-386-9406 www.tcadv.org

<p><i>Immigrant Legal Clinic</i></p> <p>The TCADSV Immigrant Legal Clinic provides legal advice and representation to immigrant and trafficked victims of domestic or sexual violence throughout Tennessee</p>	<p><i>For Immigrant Legal Clinic:</i> 615-386-9406 (Tues/Thurs 8:30-12:30 PM).</p>
<p>Tennessee Domestic Violence Hotline</p>	<p>1-800-356-6767</p>
<p>The Jean Crowe Advocacy Center</p> <p>Increases safety of domestic violence victims in a safe, supportive, and convenient location. Offers court navigation, assistance with completing orders of protection, and support for additional victim-centered services.</p>	<p>100 James Robertson Parkway, Suite 114, 37201</p> <p>615-880-2255 or 615-862-4767</p>
<p>The Mary Parrish Center for Victims of Domestic Violence and Sexual Assault</p> <p>Provides therapeutic transitional living and counseling/educational services to women and children who have become homeless as a direct result of domestic and/or sexual violence. This group can also assist a client to get an Order of Protection.</p>	<p>Toll-Free: 866-475-1684 615-256-5959 www.maryparrish.org</p>

Agency (Family Crisis Issues)	Contact Information
18th Avenue Family Enrichment Center Provide center-based and outreach programs that positively impact the quality of life for children and families, primarily in North Nashville, by responding to the needs of the community.	1811 Osage Street , 37208 615- 320-1131 www.18thavenuecenter.org
Catholic Charities Programs include feeding the hungry, adoption and pregnancy counseling, child welfare services, refugee and immigration services, family counseling, as well as services for seniors.	10 South 6th Street, 37206 615-259-3567 www.cctenn.org
Child Support Services of Tennessee Child Support establishment and enforcement.	44 Vantage Way, Suite 300, 37228 615-726-0530 www.tn.gov
Conexión Américas Focuses on advocating for, and supporting the social, economic, and civic integration of Latino families.	2195 Nolensville Pike, 37211 615-320-5152 http://conexionamericas.org
Family Affairs Ministry Provide resources to families through the operation of Family Centers located in low-income housing communities. The vision includes 12 Family Centers located throughout Middle TN. Services include the following: Family Kitchen, Family Services, Children /Youth Services, Medical/Dental Services, Senior Services, Community Development, and Computer Skills Training.	1600 Riverside Drive, 37206 615-228-0125 www.familyaffairministries.com
Madison Church of Christ – Benevolence Center Assists Madison residents in emergency need for clothing, food, and furniture. Participates in Room in the Inn, Meals on Wheels, Food Pantry, and Clothing Room.	106 Gallatin Road North, 37116 615-868-3360 www.madisonchurchtn.org/benevolence
Martha O'Bryan Center Provides an early learning center, parent education, out-of-school program for children ranging from 6 to 14, and other community services.	711 South 7th Street, 37206 615-254-1791 www.marthaobryan.org
Mayor's Office of Children and Youth The mission of the Mayor's Office of Children and Youth is to work in partnership with public and private entities to ensure that all of Nashville's children are healthy, safe, successful in school, and connected to caring adults, allowing them the opportunity to contribute to the progress of our city.	1 Public Square, 37201 615-862-8000 www.nashville.gov/Mayors-Office
Metropolitan Action Commission The Metropolitan Action Commission Community Programs division provides educational opportunities and various support services to help with the basic household expenses of families with low-incomes in an effort to maintain or establish stable living conditions. This includes Utility Assistance, Household Assistance, Food Service Program for Children and Youth, Adult Education Program, Early Head Start Program, Head Start Program.	800 2nd Avenue North, 37201 615-862-8860 www.nashville.gov/Metro-Action-Commission.aspx

Nashville Financial Empowerment Center Provides free, professional, and confidential counseling regarding reducing debt, building assets, budgeting, establishing credit, opening maintaining bank accounts, and saving.	Counseling locations: 298 Foster Street, 37207 2195 Nolensville Pike, 37211 615-748-3620 (to schedule an appt.) fec.nashville.gov
Room In The Inn Provides programs that emphasize human development and recovery through education, self-help, and work, centered in community and long term support for those who call the streets of Nashville home.	705 Drexel Street, 37203 615-251-7019 www.roomintheinn.org
Saint Luke's Community House Community House operates as a United Way Family Resource Center in West Nashville, Tennessee, providing support to the low-income families in Old West Nashville, including child care, mobile meals, parenting classes, and diverse programs for Children, Youth, Adults, and Seniors.	5601 New York Avenue, 37209 615-350-7893 www.stlukescommunityhouse.org
Open Table Emergency warming shelters when temperatures fall below 25 degrees. Provides dinner, basic medical needs, <i>etc.</i> Assists with obtaining resources like ID cards, birth certificates, Social Security cards, food stamps, employment, housing, and many, many additional needs.	615-254-7958 www.opentablenashville.org
Salvation Army (Hispanic and Laotian) Assistance to Hispanic and Laotian families.	525 Paragon Mills, 615- 837-2444 http://www.Salarny-nashville.org
Tennessee Opportunity Programs (TOPS) Provide emergency assistance with gas and food for migrant and seasonal farmworkers to reach work destination	437 Nissan Drive, Suite 502, 37167 (615) 459-3600 www.tnoppportunityprograms.org
Woodbine Community Organization Provide services for housing solutions, financial counseling, and community revitalization.	222 Oriel Avenue, TN 37210 (615) 833-9580 http://www.woodbinecommunity.org
World Relief Nashville Provide Refugee resettlement services in the following areas: Housing, Employment, Medical Care, Transportation, English Language, Church Mobilization, City Bus Training, Job Readiness, and Employment assistance for professionals, Emergency Rent and Food assistance, Health Training, Youth Empowerment	1655 Murfreesboro Pike, Suite G Nashville, TN 37217 (615) 833-7735 http://worldreliefnashville.org

Agency (Housing)	Contact Information
Habitat for Humanity of Greater Nashville Provides people with life-changing opportunity to purchase and own quality, affordable homes.	2950 Kraft Drive, Suite 100, 37204 (615) 254-4663 http://www.habitatnashville.org
Metropolitan Development and Housing Agency (MDHA) Creates affordable housing opportunities for Davidson County residents.	701 South 6th Street, 37206 (615) 252-8400 http://www.nashville-mdha.org
Middle Tennessee Supported Living (Disabled Adults only) Provides a wide array of services, which include Supported Living, Community Based Day, Nursing and Supported Employment for disabled adults.	1161 Murfreesboro Road, 37217 (615) 367-0592 http://www.midtn.org
Needlink Offers emergency financial assistance for past-due utility bills or income-based rent (Section 8, MDHA, Urban Housing, <i>etc.</i>)	1600 56 th Avenue North, 37209 615-269-6835 www.needlink.org
Open Table Emergency warming shelters when temperatures fall below 25 degrees. Provides dinner, basic medical needs, <i>etc.</i> Assists with obtaining resources like ID cards, birth certificates, Social Security cards, food stamps, employment, housing, and many, many additional needs.	615-254-7958 www.opentablenashville.org
Park Center Offers recovery Services, including: Co-occurring disorder program, Psychiatric rehabilitation for adults; Residential services, Emerging adults, and Homeless outreach.	Has multiple locations. Information and Referral Specialist 615-724-6278 http://www.parkcenternashville.org
Rooftop Provides emergency rental/mortgage/ to individuals and families in Davidson County to prevent homelessness.	3511 Gallatin Rd, Suite 202, 37216 615-815-9012 http://rooftopnashville.org/get-help
Room In The Inn Shelter Services: Recuperative Care for the Medically Fragile, Housing for those Awaiting Alcohol & Drug Treatment Programs, Transitional Housing for the Chronically Homeless, Transitional Housing for Veterans, Short-Term & Long-Term Storage, Secure Document & Medication Storage, On-campus, permanent, affordable housing.	705 Drexel Street, 37203 615-251-7019 http://www.roomintheinn.org
Urban Housing Solutions Provide affordable Housing choices for persons with limited means.	822 Woodland Street, 37206 615-726-2696 http://urbanhousingsolutions.org

<p>Metropolitan Action Commission Provides educational opportunities and various support services to help with the basic household expenses of families with low-incomes in an effort to maintain or establish stable living conditions: Utility Assistance, Household Assistance, Food Service Program for Children and Youth, Adult Education Program, Early Head Start Program, Head Start Program.</p>	<p>800 2nd Avenue North, 37201 (615) 862-8860 www.nashville.gov/Metro-Action-Commission.aspx</p>
<p>Nashville Rescue Mission (Men's Campus) Emergency shelter, food, clothing, hot showers, personal hygiene, day room, counseling, spiritual encouragement.</p>	<p>Men's Campus: 639 Lafayette Street, 37203 615-255-2475</p> <p>Women's Campus: 1716 Rosa L. Parks Blvd., 37208 615-312-1574</p> <p>www.nashvillerescuemission.org</p>
<p>Room In The Inn Provide programs that emphasize human development and recovery through education, self-help, and work, centered in community and long term support for those who call the streets of Nashville home.</p>	<p>705 Drexel Street, 37203 615-251-7019 www.roomintheinn.org</p>
<p>Safe Haven Family Shelter Full spectrum of family housing, including emergency, transitional and rapid-rehousing. For married couples and single parent families with children who are 18 years of age or younger. Adults must be able to pass drug test.</p>	<p>1234 3rd Avenue South, 37210 615-256-8195 www.safehaven.org</p>
<p>Woodbine Community Organization Provide services for housing solutions, financial counseling, and community revitalization.</p>	<p>222 Oriel Avenue, TN 37210 615-833-9580 http://www.woodbinecommunity.org</p>
<p>World Relief Nashville Provide Refugee resettlement services in the following areas: Housing, Employment, Medical Care, Transportation, English Language, Church Mobilization, City Bus Training, Job Readiness, and Employment assistance for professionals, Emergency Rent and Food assistance, Health Training, Youth Empowerment</p>	<p>1655 Murfreesboro Pike, Suite G Nashville, TN 37217 615-833-7735 http://worldreliefnashville.org</p>

Agency (Employment)	Contact Information
Be A Helping Hand Provides job training and job acquisition in the construction industry to young men and women. Targets young people seeking an avenue to provide economically. Free for students.	827 W. McKennie Avenue, 37206 615-227-6000 www.bahelpinghand.org
Christian Women Job Corps Provides three curriculum tracks for student: GED test preparation, computer and job skills (including job search résumé preparation, interviewing,, goal setting and financial skills), conversational English classes and Adult Literacy Classes.	420 Main Street, 37202 615-244-3669 www.cwjcmiddletn.org
Goodwill Industries of Middle Tennessee, Inc. Provides one-on-one job readiness and placement services to people who have disabilities and others who have trouble finding and keeping jobs, including homeless persons, ex-offenders, those without a high school diploma, <i>etc.</i>	1015 Herman Street, 37208 800-545-9231 www.goodwillcareersolutions.org
Nashville Career Advancement Center Assists individuals to explore career options, decide on a direction, target a career or industry, then strategize and market themselves for the job search.	621 Mainstream Drive, Suite 210, 37228 615-862-8890 www.jobs4tn.gov
Project Return Provides services to those transitioning from prison to society, including employment placement, life skills, job readiness training, résumé writing, acquiring IDs, birth certificates and bus passes for job searches.	806 4 th Avenue South, 37210 615-327-9654 www.projectreturninc.org
The Contributor A street newspaper that focuses on issues surrounding homelessness and poverty and is sold by homeless and formerly homeless individuals who keep the profit from their sales.	154 5 th Avenue North, 37219 615-829-6829 www.thecontributor.org
Tennessee Career Center Provides job seekers access to career information and services, including computerized labor market information, internet access, job search workshops, an online talent bank, job placement, recruitment and training.	665 Mainstream Drive, 37228 615-253-8920 www.jobs4tn.gov
The Urban League of Middle Tennessee Provides extensive workforce development related services and educational resources, including workforce readiness and placement, educational success toolkits, scholarships and tuition assistance, ACT Boot Camps, and free summer camps.	50 Vantage Way, Suite 201, 37228 615-254-0525 http://ul-mdtn.iamempowered.com

Agency (Intensive Transitional Programming)	Contact Information
Center of Hope: Salvation Army (for Families and Single Women) Provides safe, affordable transitional housing and social work case management for families and single women who are homeless, in job training, treatment or recovery programs, or who are victims of abuse and neglect.	631 Dickerson Road, 37207 615-242-0411 www.salarmy-nashville.org
Dismas House (for Men) Provides transitional housing for men released from a correctional facility in TN. Residents are supported and expected to secure legitimate, adequate income and long-term housing.	1513 16 th Avenue South, 37212 615-297-9287 www.dismas.org
Matthew 25 (for Men) Safe and supportive transitional housing, job placement assistance, alcohol and drug counseling, life skills training, housing location services to homeless men.	625 Benton Avenue, 37204 615-383-9577 www.matthew25helps.com
Men of Valor (for Men) For currently incarcerated men, services include pre-release curriculum, new clothing, job placement, bus passes, transitional housing, assistance securing ID cards, mentoring, and additional resources.	1410 Donelson Pike, Suite B-1, 37217 615-399-9111 www.men-of-valor.org
Mending Hearts (for Women) Provides residential, recovery-oriented community for women seeking to change form life of addiction to drugs and/or alcohol. Includes relapse prevention, counseling, education, financial planning, housing, workforce development, case management, life coaching, treatment, and clothing.	615-385-1696 www.mendingheartsinc.org
Operation Stand Down Provides comprehensive services to honorably discharged veterans, including housing, job acquisition, one-on-one job readiness, medical, legal, health care assistance, and applying for benefits, <i>e.g.</i> , Social Security and Veterans Administration	1125 12 th Avenue South, 37203 615-248-1981 www.osdnashville.org
Phases (for Women) A transitional living environment for women on the journey back from drug and alcohol addiction. Offers programming and structure in the form of a temporary buddy system. Assists residents to obtain and maintain steady employment.	615-832-9330 www.phasesinc.com
Recovery Community Provides safe, affordable transitional housing for people with alcohol and drug addictions. Assists with state-licensed outpatient treatment, drug court housing, alternative sentencing, co-occurring housing, clinical supervision, case management, relapse prevention, and life skills programs.	615-569-3174 www.recoverycommunity.org
Renewal House (for Mothers) This residential program for mothers offers safe, drug-free living combined with wrap-around services including intensive case management, life skills and parenting education, and vocational assistance. Mothers and children reside in fully-furnished independent apartments while mom receives treatment for her addiction.	615-255-5222 www.renewalhouse.org

The Next Door (for Women) Residential living programming that provides support services to women with and addiction to alcohol and/or drugs. Services include weekly case management, job placement, detoxification, partial hospitalization programs and intensive outpatient treatment.	402 22 nd Avenue North, 37203 615-251-8805 www.thenextdoor.org
Transitions Housing Provides transitional living community for men and women trying to recover from addiction. Offerings include social, educational and life skills trainings with an array of local, state and private agencies. Works closely with Board Probation and Parole.	615-227-8865 www.transitionhousing.com
Welcome Home Ministries (for Men) Provides safe, clean, supportive environment that fosters healing, reconciliation and recovery from alcohol and drugs. Works closely with Veterans of War in partnership with Department of Veterans Affairs to ensure access to medical treatment, healthcare and co-occurring treatment.	615-309-7087 www.welcomehomeminorg
Women of Worth Recovery Home A safe, clean living environment that provides necessary programs and basic skills to equip women for a successful transition back into society as productive citizens, including pastoral counseling, workforce development, cognitive restructuring for addiction, and alcohol and drug education.	615-506-3623 www.wowtransition.org
YANA Recovery House (for Women) Offers a supportive living environment for women recovering from alcoholism and other substance addictions. Services include support with mental health issues and the 12 Life Areas: Recovery, spirituality, feelings/emotions, physical health, thinking/decision making, family, employment/career, friends/acquaintances, finances, legal, recreation, values clarification/material possession.	615-383-2755 www.yanahouse.com

Agency (Advocacy)	Contact Information
Disability Law & Advocacy Center of Tennessee Advocates for the rights of Tennesseans with disability to ensure they have an equal opportunity to be productive and respected members of society.	2 International Plaza, Suite 825, 37212 800-342-1660 www.dlacth.org
Family Resource Centers of Nashville Part of the United Way’s network of one-stop shopping for health and human service needs, including meal deliver, food boxes, holiday assistance to children, seniors and families, and education, tutoring, mentoring, recreation and enrichment activities.	Locales Throughput Nashville Call United Way Helpline: 2-1-1 www.unitedwaynashville.org/community-impact/neighborhood-resource-centers
Fifty Forward FiftyForward enriches the lives of adults 50+ by providing pathways to health, well-being and lifelong learning including the Senior Adult Legal Clinic and additional advocacy services.	108 Donelson Pike, 37214 615-883-8375 www.fiftyforward.org
Legal Aid Society of Middle Tennessee and the Cumberland A private, non-profit organization that provides free legal services to people with low income. They do not take criminal cases--only do civil cases – cases where you yourself will not be sent to jail.	300 Deaderick Street, 37201 615-244-6610 www.las.org
Metro Human Relations Commission The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health, and general welfare of all people in Nashville and Davidson County. The Commission’s work is organized around a theme of “One City for All People” and addresses issues related to education, training, advocacy, and compliance.	404 James Robertson Parkway, Suite 130, 37219 615-880-3370 www.nashville.gov/Human-Relations-Commission
Oasis Center 22 unique, completely youth-centric programs delivered through three major departments: Crisis and Residential Services, Youth Engagement and Action, and College Access.	1704 Charlotte Avenue, Suite 200, 37203 615-327-4455 www.oasiscenter.org
Tennessee Justice Center Seeks justice for Tennessee’s vulnerable populations through the courts, in administrative proceedings and before legislative bodies. Addresses needs not met by any other agency.	301 Charlotte Avenue, 37201 615-255-0331 www.tnjustice.org

Agency (Immigration/Refugee Services)	Contact Information
Catholic Charities Immigration Services Provides counseling, assistance with completing immigration forms and additional immigration matters.	10 South 6 th Street, 37206 615-760-2778 www.cctenn.org
Catholic Charities Refugee Services Provides services to refugees that include resettlement, social service referrals, employment services, and many additional refugee-related resources.	10 South 6 th Street, 37206 615-259-3567 www.cctenn.org
The Center for Refugees and Immigrants of Tennessee Provides services and programming for immigrants and refugees living in Middle Tennessee, including after-school tutoring, citizenship classes, and social adjustment services.	295 Plus Park Boulevard, Suite 102, 37217 615-366-6868 www.centerforrefugees.org
Conexión Américas Offers programs that focus on the social, economic and civic integration of Latino families in Middle Tennessee, including ESL classes, Green Card help, and many other resources.	2195 Nolensville Pike, 37211 615-414-1030 www.conexionamericas.org
Nashville International Center for Empowerment Offers English classes, job readiness and employment, GED preparation, health awareness, citizenship preparation and immigration adjustment.	417 Welshwood Dr., Suite 100, 37211 615-315-9681 www.empowernashville.org
Nations Ministry Center Offers job help and other services to immigrants and refugees.	4710 Charlotte Avenue, 37209 615-828-9664 www.nationsministrycenter.org
Tennessee Immigrant & Refugee Rights Coalition (TIRRC) Assists with citizenship paperwork and offers grassroots organization focusing on developing leaders and fighting issues or campaigns such as English Only and deportation.	2195 Nolensville Road, 37211 615-833-0384 www.tnimmigrant.org

Agency (Medical and Dental Services)	Contact Information
Faith Family Medical Center A primary care medical clinic serving the uninsured working people and their families. Patients pay between \$20 and \$50 per visit based on their income and number of dependents. By appointment only.	326 21 st Avenue North, 37203 615-341-0808 www.faithmedical.org
Interfaith Dental Clinic of Greater Nashville Restores, protects and improves the oral health of uninsured, low-income working people, their children, and the elderly in Middle Tennessee through access to affordable quality dental care, oral disease prevention services, and oral health education.	1721 Patterson Street, 37203 615-329-4790 www.interfaithdentalclinic.com
Metro Public Health Department Protects, improves, and sustains the health and well-being of all people in Metropolitan Nashville through comprehensive health and dental care services.	Locales Through Nashville For Appointments Call: 615-340-5616
Matthew Walker Comprehensive Health Center Provides medical, dental, pharmacy, health insurance enrollment and many other services related to health care and wellness.	1035 14 th Avenue North, 37208 615-327-9400 www.mwchc.org
Nashville General Hospital at Meharry Provides services designed to improve the health and wellness of Nashville by providing equitable access to coordinated patient-centered care, supporting tomorrow's caregivers, and translating science into clinical practice.	1818 Albion Street Fisk/Meharry, 37208 615-341-4000 www.nashvillegeneral.org/
Neighborhood Health Services Neighborhood Health provides comprehensive medical services including laboratory testing, pharmacy assistance, counseling, case management, dental care and mental health assessments.	Locales Throughout Nashville. For Appointments Call: 615-227-3000
Siloam Family Health Center As a charitable clinic for the uninsured, Siloam prioritizes care for those with no other options. Patients contribute towards the cost of care according to their capacity, but no one is turned away because of inability to pay. Siloam has developed trusting relationships with numerous ethnic communities through a commitment to affordable, high quality, and culturally sensitive care and is a magnet for longtime Nashvillians as well as a diverse array of Nashville's neediest new neighbors from over 80 different nations.	820 Gale Lane, 37204 615-298-5406 www.siloamhealth.org

CULTURAL CONNECTIONS

Nashville's has an increasingly diverse population, served by a broad variety of civic, cultural, and religious institutions. If you are looking for ways to connect with Nashville's diverse communities here are some places to start:

Organization	Type	Website
African-American Cultural Alliance	Cultural	www.aacanashville.org
Alliance Francaise Nashville	Cultural	www.afnashville.org
The American Muslim Advisory Council	Cultural Civic	www.amactn.com
Armenian Church of Nashville	Religious	www.armenianchurchofnashville.org
Baha'i Faith Center Nashville	Religious	www.nashvillebahai.org
Bangladesh Association of Nashville	Cultural Charity	www.banashville.com
Bengali Association of Greater Nashville	Cultural	www.bagnonline.com
Bridges	Cultural Civic	http://bridgesfordeafandhh.org
Buddhist Association of Nashville	Religious	http://thebuddhisttemple.org
Casa de la Cultura Latino Americana	Cultural	www.facebook.com/CCLANashvilleTN
Catholic Charities of Tennessee	Religious Charity	www.cctenn.org
Celebrate Nashville	Cultural	www.celebratenashville.org
Center for Refugees and Immigrants of Tennessee	Charity	www.centerforrefugees.org
Chinese Arts Alliance of Nashville	Cultural	www.chineseartsalliance.org
Conexión Americas	Cultural	www.conexionamericas.org
Consular Office of Japan in Nashville	Government	www.nashville.us.emb-japan.go.jp
Egbe Omo Yoruba of Tennessee	Cultural	www.facebook.com/EgbeOmoYorubaTN
Faith and Culture Center	Religious Civic	https://faithandculturecenter.org
Family of Abraham	Religious Civic	www.facebook.com/FamilyOfAbraham
Global Education Center Nashville	Cultural	www.globaleducationcenter.net
Healing Hands International Nashville	Charity	www.hhi.org
Hispanic Organization for Progress and Education	Education	www.facebook.com/HOPE.TN
Igbo People of Nigeria Association Nashville	Cultural	http://igboassociationnashville.org

India Association of Nashville	Cultural	www.iantn.org
InterFACE Ministries Nashville	Religious	www.iface.org
Irish Arts of Middle Tennessee	Cultural	www.irishartstenn.com
Islamic Center of Nashville	Religious	www.icntn.org
Japan-America Society of Tennessee	Cultural	www.jastn.com
Japanese Supplementary School in Middle Tennessee	Education	www.jsmt.org
Jefferson Street United Merchant	Business	www.jumpnashville.com
Jewish Community Center of Nashville	Religious	www.nashvillejcc.org
Jewish Family Service of Nashville and Middle Tennessee	Religious	http://jfsnashville.org
Jewish Federation of Nashville and Middle Tennessee	Religious	www.jewishnashville.org
Justice for Our Neighbors	Legal Charity	www.tnjfon.org
Kurdish Cultural Institute	Cultural	www.kci-usa.org
Interdenominational Ministers Fellowship	Religious	www.facebook.com/imfnashville
Islamic Center of Tennessee	Religious	http://theictn.org
NAACP Tennessee		www.tnnaacp.org
Nashville Area Hispanic Chamber of Commerce	Business	http://nahcc.weebly.com
Nashville Black Chamber of Commerce	Business	www.nashvilleblackchamber.org
Nashville Black Pride	Civic	www.facebook.com/nashvilleblackpride
Nashville Chinese School	Education	www.nashvillechineseschool.org
Nashville International Center for Empowerment	Charity	www.empowernashville.org
Nashville Korean United Methodist Church	Religious	www.nkumc.net
Nashville LGBT Chamber of Commerce	Business	www.nashvillelgbtchamber.org
Nashville Oktoberfest	Cultural	http://thenashvilleoktoberfest.com
Nashville Peace and Justice Center	Charity	www.nashvillepeacejustice.org
National Association of Asian American Professionals Nashville	Business	www.naaapnashville.org
Operation Stand Down	Civic Charity	http://osdtn.org
Rotary Club of Nashville	Charity	www.nashvillerotary.org
Saint Mary Coptic Church	Religious	www.stmarynashville.org
Saint Pishoy Coptic Church	Religious	www.saintpishoy.org

Salahadeen Center of Nashville	Religious	www.scntn.org
Scottish Society of Middle Tennessee	Cultural	www.midtnscots.org
Siloam Health Center	Civic	www.siloamhealth.org
Sister Cities Nashville	Cultural	www.scnashville.org
Sri Ganesha Temple and Hindu Cultural Center of Tennessee	Religious	www.ganeshatemple.org
Swiss Society of Nashville	Cultural	www.swissocietyofnashville.org
Task Force on Immigrants and Refugees	Civic	www.facebook.com/Nashville-Task-Force-on-Refugees-Immigrants-126354997444344
Tennessee Chinese Chamber of Commerce	Business	www.tccc.us
Tennessee Classical Association	Education	www.vroma.org/~rsellers/tca.html
Tennessee Disability Coalition	Civic	www.tndisability.org
Tennessee Equality Project	Civic	http://tnequalityproject.org
Tennessee Foreign Language Institute	Education	http://tfli.org
Tennessee Immigrant and Minority Business Group	Business	www.timbg.org
Tennessee Immigrant and Refugee Rights Coalition	Charity	www.tnimmigrant.org
Tennessee Latin American Chamber of Commerce	Business	www.tlacc.org
Tennessee Tamil Sangam	Cultural	http://tenntamil.org
The Tennessee Kurdish Community Council	Cultural	www.facebook.com/TNKCC
United Nations Assoc. of Nashville	Government	www.una-nashville.org
United Peruvian Association of Nashville (UPAN)	Cultural	www.facebook.com/unitedperuvian
Urban League of Middle Tennessee	Civic	http://ul-mdtn.iamempowered.com
World Relief Nashville	Charity	http://worldreliefnashville.org
World Trade Council of Middle Tennessee	Business	www.wtcmt.org

NOTE: This list is not exhaustive.



If you would like an electronic version of this list...

Email: MHRC@nashville.gov

Visit: www.1city4allpeople.com \ (under the Information Tab)

From 1 to 10 ,with 1 being the most spoken and 10 being the least spoken, rank the following languages based on how many students in Metro Nashville Public Schools speak them.

9 Amharic

3 Arabic

7 Burmese

1 English

10 Karen

4 Kurdish

8 Nepali

6 Somali

2 Spanish

5 Vietnamese

Bonus: How many languages are spoken by students who attend Metro Nashville Public Schools? (Please circle)

25-50

51-75

76-100

101-125

126-150



Circle the religions below that collectively make up the Abrahamic religions:

Buddhism

Christianity

Hinduism

Taoism

Islam

Confucianism

Judaism

Animism



In what year did Diane Nash and C.T. Vivian lead a march from Fisk University to the courthouse steps that ultimately led to the desegregation of Nashville's lunch counters?

1960



Circle the names of the Americans who were once refugees:

Madeleine Albright

Gloria Estefan

Albert Einstein

Henry Kissinger

Andy Garcia

Iman



By 2040, what percentage of Nashville's population will be Hispanic/Latino?

30%