

**Metro Human Relations Commission
MNPD Training Academy**



**Mobile Diversity Seminar
Resource Guide
Fall 2017**



December 13, 2017

American Baptist College	American Muslim Advisory Council--TN
Brothers United Network, Inc.	Casa Azafrán
Conexión Américas	Fisk University
Faith and Cultural Center	Hispanic Family Foundation
General Sessions Court	Islamic Center of Tennessee
Islamic Center of Nashville	Metro Nashville Juvenile Court
Jean Crowe Advocacy Center	Justice For Our Neighbors (JFON)
L.A. Security	Mac Productions
Metro Nashville Police Department	Metro Nashville Police Department Training Academy
Metro Nashville Public Schools	Middle Tennessee Transgender Support Group
Muslim American Cultural Center	Neighborhood Resource Center
New Covenant Christian Church	Oasis Center
OutCentral	Operation Stand Down-TN
Tennessee Immigrant & Refugee Rights Coalition (TIRRC)	Tennessee Transgender Political Coalition
The Office of Mayor Megan Barry	YWCA
Valor Collegiate Academics	

MHRC acknowledges and appreciates the collaboration of our community partners for generously donating their time, talents, and resource. We simply could not do this without you.

Thank you!



December 13, 2017

Greetings from ...



December 13, 2017

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



Our partnership with the Human Relations Commission in conducting this community tour is part of our mission to ensure that the MNPd's newest police officers have a keen understanding of Nashville's diverse and constantly growing neighborhoods. Though there may be cultural differences from one person to the next, it is a priority for our police officers to build solid bonds throughout the community for the betterment of Nashville

Captain Steve Anderson



December 13, 2017



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





December 13, 2017

Welcome to a day of dynamic discovery! 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
7:00-7:25a	Breakfast Treats and Welcome Lieutenant Grant Carroll MHRC E.D. Mel Fowler-Green	Islamic Center of Nashville
7:25-8:30	Muslim Community	Islamic Center of Nashville
8:35-8:55	Travel to Casa Azafrán	
9:00-10:10	Latino Community & New American Communities	Casa Azafrán
10:10-10:15	Break	Casa Azafrán
10:15-11:20	Blues Views: The Command Conversation	Casa Azafrán
11:20-11:25	Break	Casa Azafrán
11:30-12:40p	Luncheon Remarks The Honorable Mayor Megan Barry Mangia! (Let's Eat!)	Casa Azafrán
12:40-12:50	Break and Board	
12:50-1:00	Travel to Oasis Center	
1:00-2:10	LGBTQ Community	Oasis Center
2:10-2:20	Break and Board	
2:20-2:35	Travel to Fisk University	
2:35-3:45	African American Community MNPD Chief Steve Anderson	Fisk University: Jubilee Hall
3:45-3:50	Break and Board	
3:50-4:00	Return to MNPD Police Academy	2715 Tucker Road, 37218



December 13, 2017

But:

Before we get started, let's test our
“cultural awareness”

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?

___%

IMPLICIT BIAS

Implicit bias describes the automatic associations individuals make between groups of people and stereotypes about those groups. Under certain conditions, those automatic associations can influence behavior, making people respond in biased ways even when they are not explicitly prejudiced. More than 30 years of research in neurology and social and cognitive psychology has shown that people hold implicit biases even in the absence of explicit bigotry, simply based on exposure to or insulation from the social world around them. Implicit racial bias has given rise to a phenomenon known as “racism without racists,” which can cause institutions or individuals to act on racial prejudices, even in spite of good intentions and nondiscriminatory policies or standards.

In the context of criminal justice and community safety, implicit bias has been shown to have significant influence in the outcomes of interactions between police and citizens. While conscious, “traditional” racism has declined significantly in recent decades, “research suggests that implicit attitudes may be better at predicting and/or influencing behavior than self-reported explicit attitudes.”¹

Discussions of implicit bias in policing tend to focus on implicit racial biases; however, implicit bias can also be expressed in relation to nonracial factors, including gender, age, religion, or sexual orientation. As with all types of bias, implicit bias can distort one’s perception and subsequent treatment—either positive or negative—of a given person or group. In policing, this has resulted in widespread practices that focus undeserved suspicion on some groups and presume other groups innocent.

Further reading

Dovidio, John F., Kerry Kawakami, and Samuel L. Gaertner. 2000. “Reducing Contemporary Prejudice: Combating Explicit and Implicit Bias at the Individual and Intergroup Level.” In *Reducing Prejudice and Discrimination*, edited by Stuart Oskamp, 137–163. The Claremont Symposium on Applied Social Psychology. Mahwah, NJ: Lawrence Erlbaum Associates Publishers.

Eberhardt, Jennifer L., Phillip A. Goff, Valerie J. Purdie, and Paul G. Davies. 2004. “Seeing Black: Race, Crime, and Visual Processing.” *Journal of Personality and Social Psychology* 87 (6): 876–893.

Eberhardt, Jennifer L., Paul G. Davies, Valerie J. Purdie-Vaughns, and Sheri L. Johnson. 2006. “Looking Deathworthy: Perceived Stereotypicality of Black Defendants Predicts Capital-Sentencing Outcomes.” *Psychological Science* 17 (5): 383–386.

Goff, Phillip A., Jennifer L. Eberhardt, Melissa J. Williams, and Matthew C. Jackson. 2008. “Not Yet Human: Implicit Knowledge, Historical Dehumanization, and Contemporary Consequences.” *Journal of Personality and Social Psychology* 94 (2): 292–306.

Reducing the influence of implicit bias is vitally important to strengthening relationships between police and minority communities. For example, studies suggest that implicit bias contributes to “shooter bias,” that is, the tendency for police to shoot unarmed Black suspects more often than White ones, as well as the frequency of police stops for members of minority groups.² Other expressions of implicit bias, such as public defenders’ prioritization of cases involving White defendants,³ can have negative impacts on communities and their perception of the justice system. This latter point is



particularly significant in light of recent findings about the importance of procedural justice in fostering cooperation between citizens and the criminal justice system and cultivating law-abiding communities.

Despite these challenges, Phillip Atiba Goff, president of the Center for Policing Equity, believes that through training, policy review, and other interventions, the impact of implicit bias can be reduced. Research suggests that biased associations can be gradually unlearned and replaced with nonbiased ones,⁴ and that simply changing the context in which an interaction takes place can mediate the overall influence of bias.⁵ Consequently, through policy and training, it is possible to mend the harm that racial stereotypes do to our minds and our public safety.

Recommended citation: National Initiative for Building Community Trust and Justice. 2015. *Implicit Bias*. Community-Oriented Trust and Justice Briefs. Washington, DC: Office of Community Oriented Policing Services.

Endnotes

1. J.A. Bargh and T.L. Chartrand, "The Unbearable Automaticity of Being American," *Psychologist* 54, no. 7 (1999): 462-479; G. Beattie, D. Cohen, and L. McGuire, "An Exploration of Possible Unconscious Ethnic Biases in Higher Education: The Role of Implicit Attitudes on Selection for University Posts," *Semiotica* 197 (2013): 171-201; J.C. Ziegert and P.J. Hanges, "Employment Discrimination: The Role of Implicit Attitudes, Motivation, and a Climate for Racial Bias," *Journal of Applied Psychology* 90, no. 3 (2005): 553-562; as referenced in Cheryl Staats, *State of the Science: Implicit Bias Review 2014*, Columbus, OH: Kirwan Institute (2014), 17.
2. Joshua Correll, Bernadette Park, Charles M. Judd, and Bernd Wittenbrink, "The police officer's dilemma: using ethnicity to disambiguate potentially threatening individuals," *Journal of Personality and Social Psychology* 83, no. 6 (2002): 1314; Joshua Correll, Bernadette Park, Charles M. Judd, and Bernd Wittenbrink, "The influence of stereotypes on decisions to shoot," *European Journal of Social Psychology* 37, no. 6 (2007): 1102-1117; Melody S. Sadler, Joshua Correll, Bernadette Park, and Charles M. Judd, "The world is not Black and White: Racial bias in the decision to shoot in a multiethnic context," *Journal of Social Issues* 68, no. 2 (2012): 286-313.
3. L.S. Richardson and Phillip A. Goff, "Implicit Racial Bias in Public Defender Triage," *Yale Law Journal* 122 (2013): 13-24.
4. Irene V. Blair, "The malleability of automatic stereotypes and prejudice," *Personality and Social Psychology Review* 6, no. 3 (2002): 242-261; Irene V. Blair, Jennifer E. Ma, and Alison P. Lenton, "Imagining stereotypes away: The moderation of implicit stereotypes through mental imagery," *Journal of Personality and Social Psychology* 81, no. 5 (2001): 828; Nilanjana Dasgupta, "Implicit attitudes and beliefs adapt to situations: A decade of research on the malleability of implicit prejudice, stereotypes, and the self-concept," *Advances in Experimental Social Psychology* 47 (2013): 233-279.
5. J.F. Dovidio, "On the Nature of Contemporary Prejudice: The Third Wave," *Journal of Social Issues* 57, no. 4 (2001): 829-849.

The opinions contained herein are those of the author(s) and do not necessarily represent the official position or policies of the U.S. Department of Justice. References to specific agencies, companies, products, or services should not be considered an endorsement by the author(s) or the U.S. Department of Justice. Rather, the references are illustrations to supplement discussion of the issues.

The Internet references cited in this publication were valid as of the date of publication. Given that URLs and websites are in constant flux, neither the author(s) nor the Office of Community Oriented Policing Services can vouch for their current validity.



U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

To obtain details about COPS Office programs, call
the COPS Office Response Center at 800-421-6770.

Visit the COPS Office online at www.cops.usdoj.gov.



National Initiative for Building Community Trust and Justice
John Jay College of Criminal Justice
524 West 59th Street
New York, New York 10019

Visit the National Initiative online at trustandjustice.org.



December 13, 2017

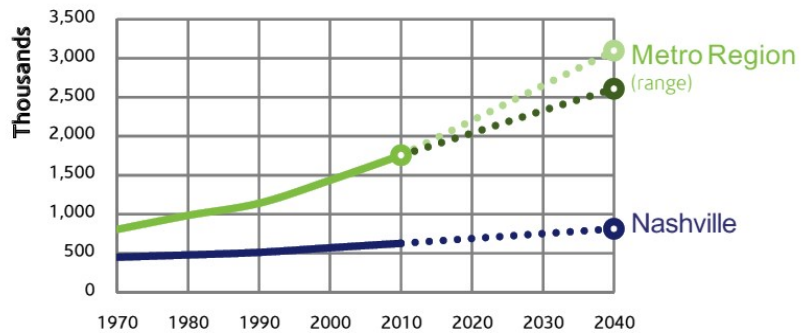
Nashville/Davidson County Demographics

DEMOGRAPHICS

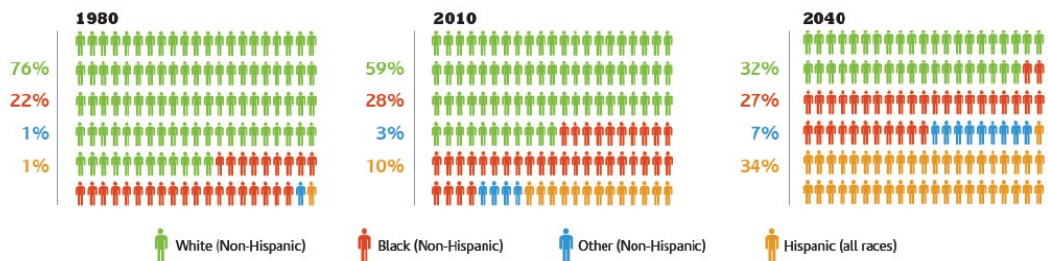


1 million
more people living in the
Metro Region by 2040

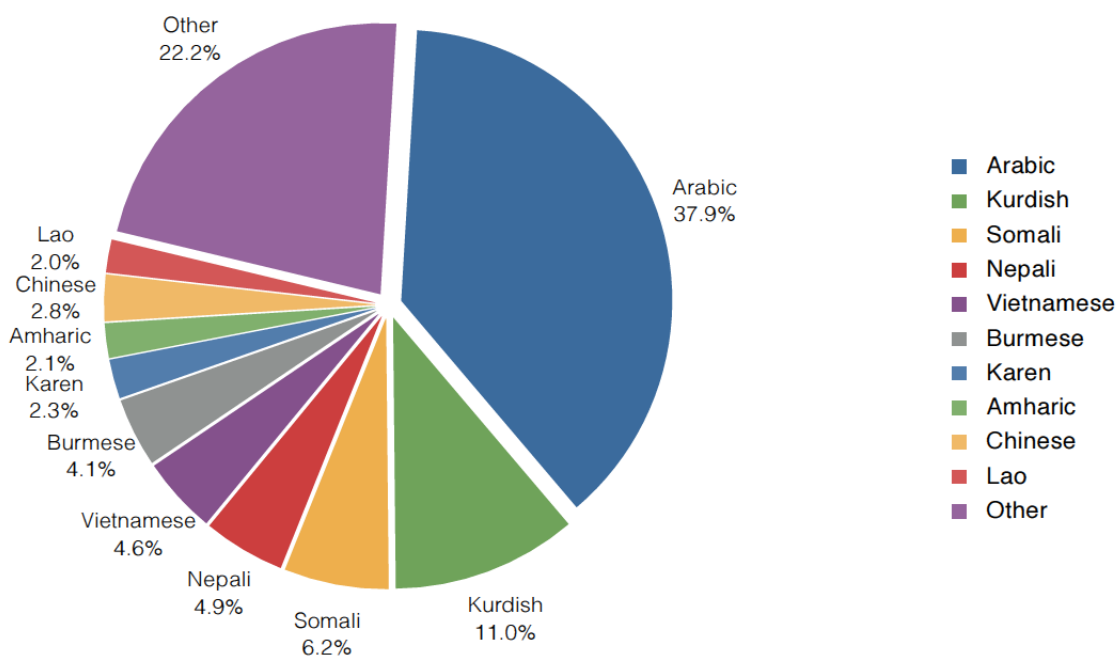
Population of Nashville and the Metro Region



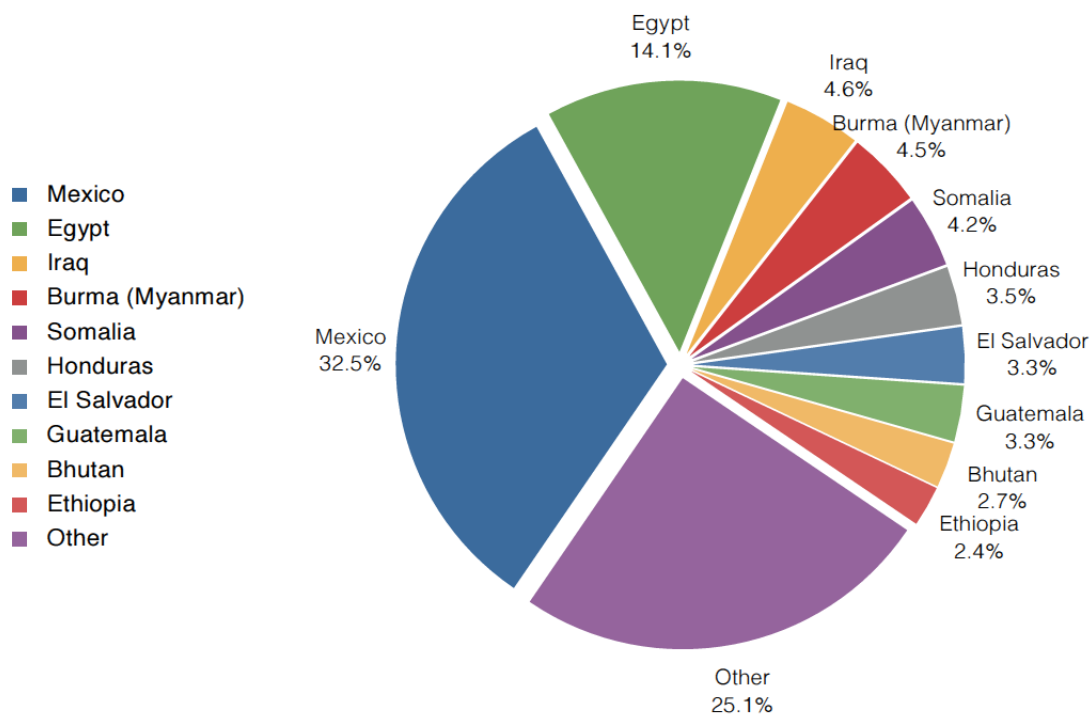
By 2040, no
ethnicity will
be a majority
of residents.



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



Top 10 Identified Countries of Origin (2011-12)



Davidson County: Facts & Figures

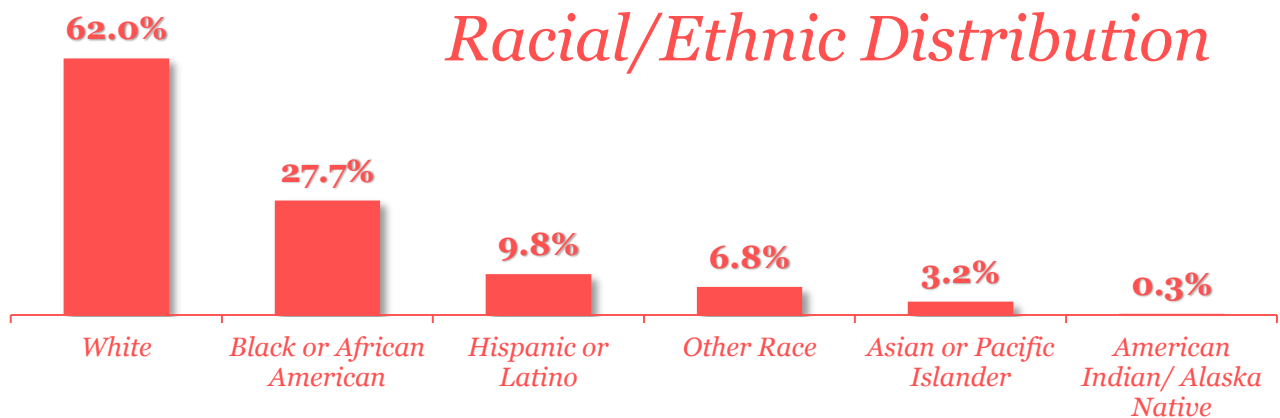


\$68,802

Mean Household Income



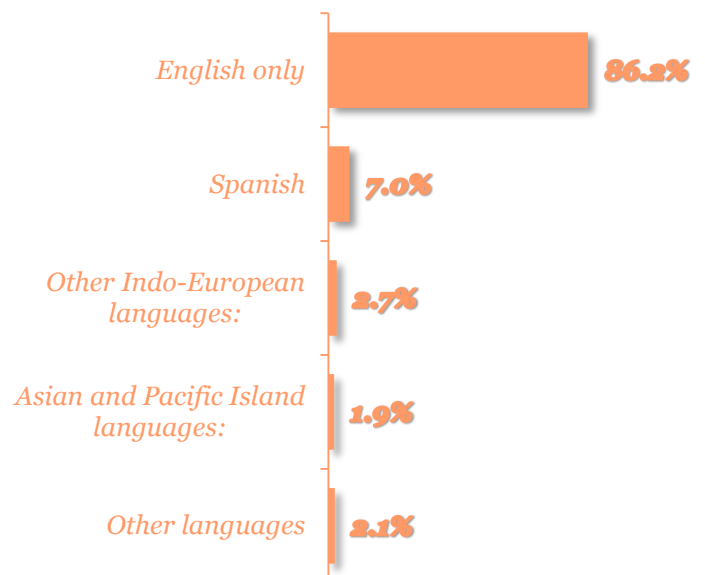
Racial/Ethnic Distribution



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

57.2%

36.3%

4.2%

3.0%

2.2%

0.1%

White

*Black or African
American*

Other Race

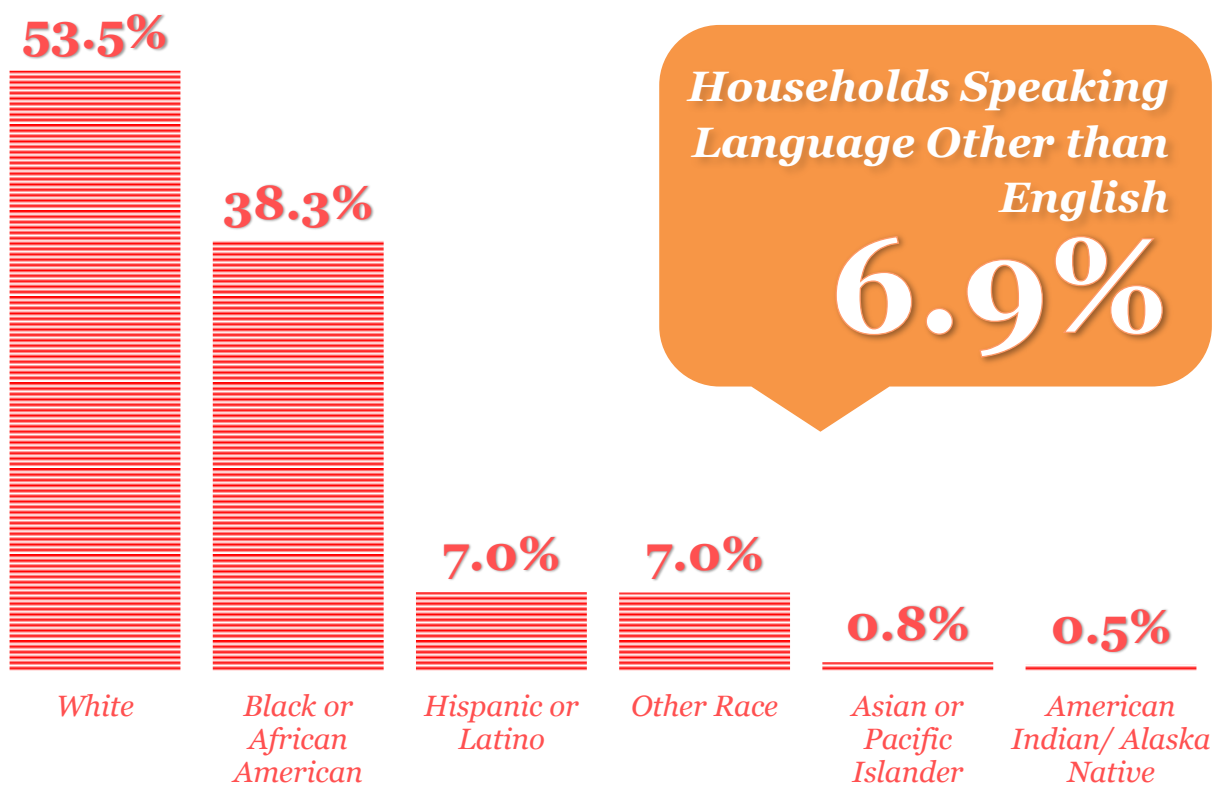
*Hispanic or
Latino*

*Asian or Pacific
Islander*

*American Indian/
Alaska Native*

*Families
Living
Below the
Poverty
Line*

20.2%



EAST PRECINCT

*Families Living
Below the
Poverty Line*

22.7%

\$63,941

*Mean
Household
Income*

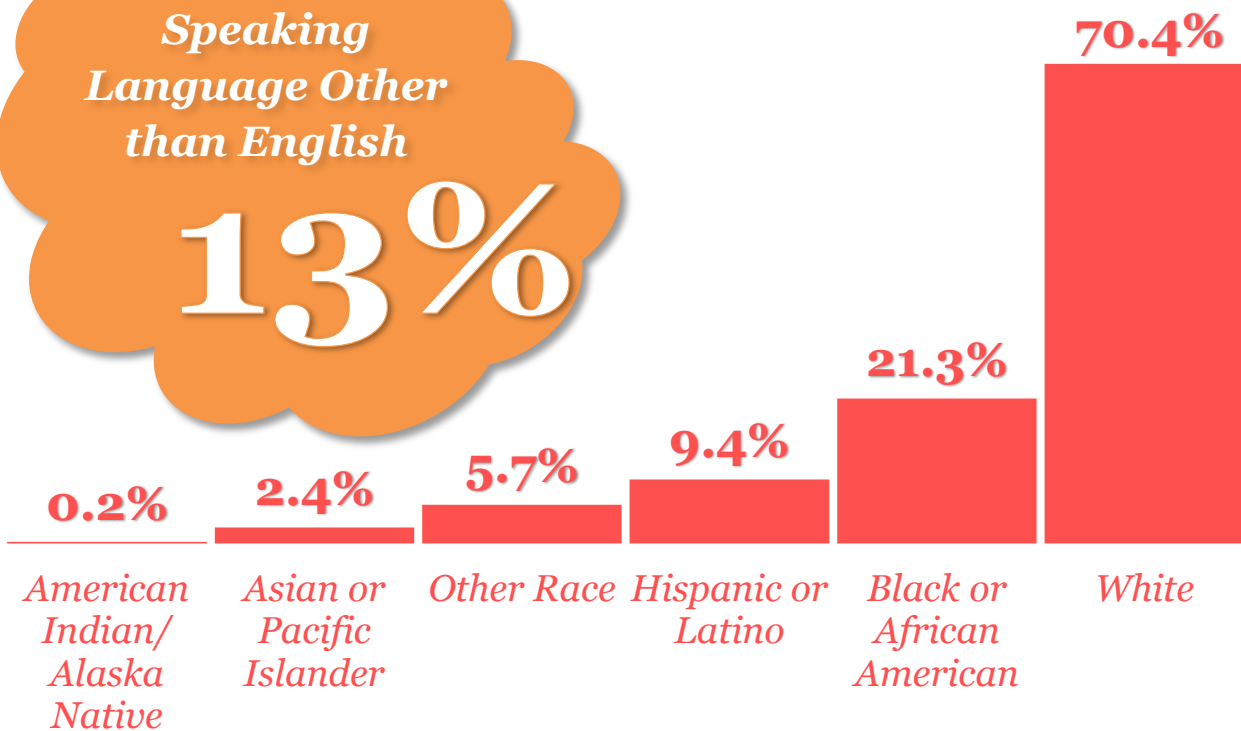
HERMITAGE PRECINCT

Mean Household Income
\$59,578

Families Living Below the Poverty Line
12.7%

*Households
Speaking
Language Other
than English*

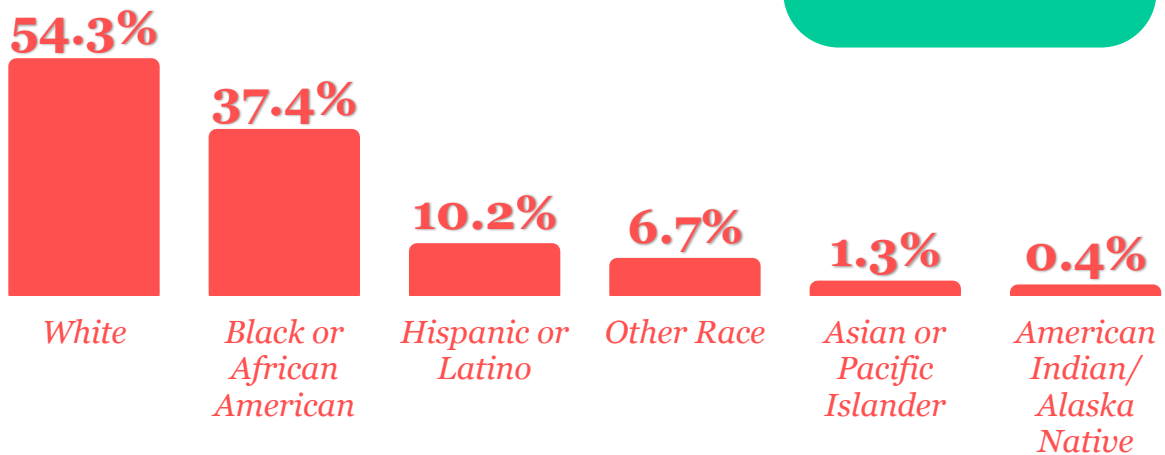
13%



MADISON PRECINCT

\$50,283

*Mean
Household
Income*



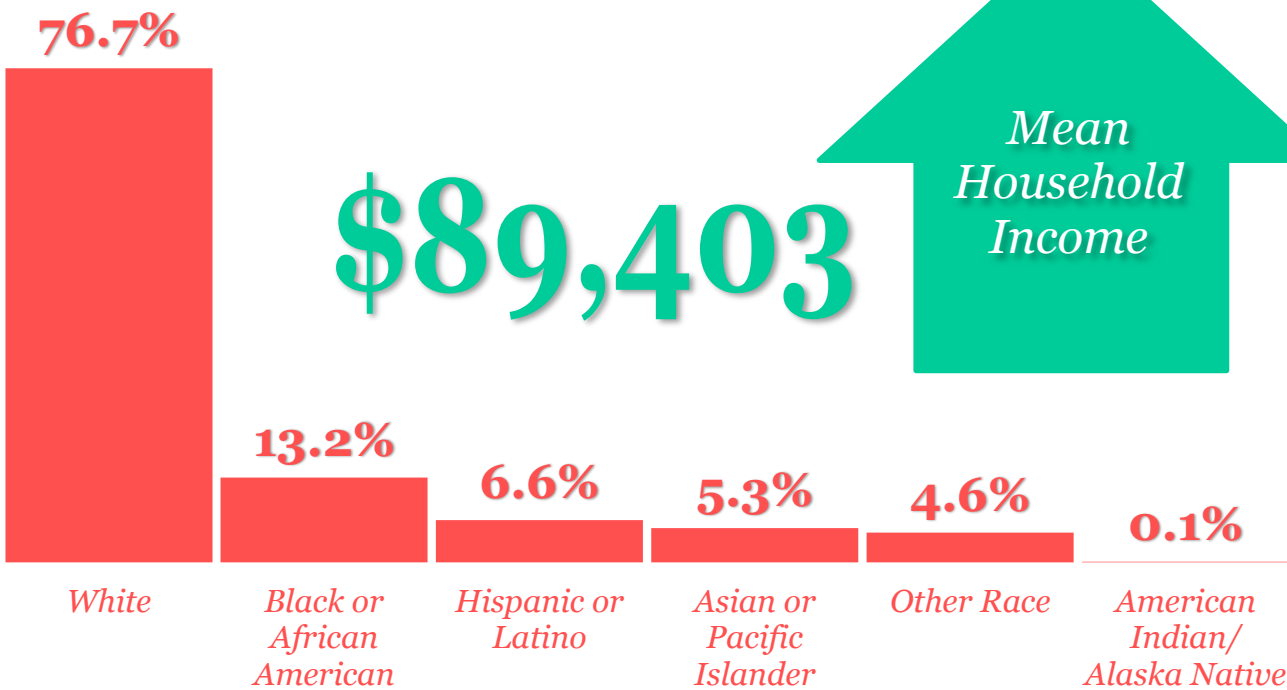
9% *Households Speaking
Language Other than English*

*Families
Living Below
the Poverty Line*

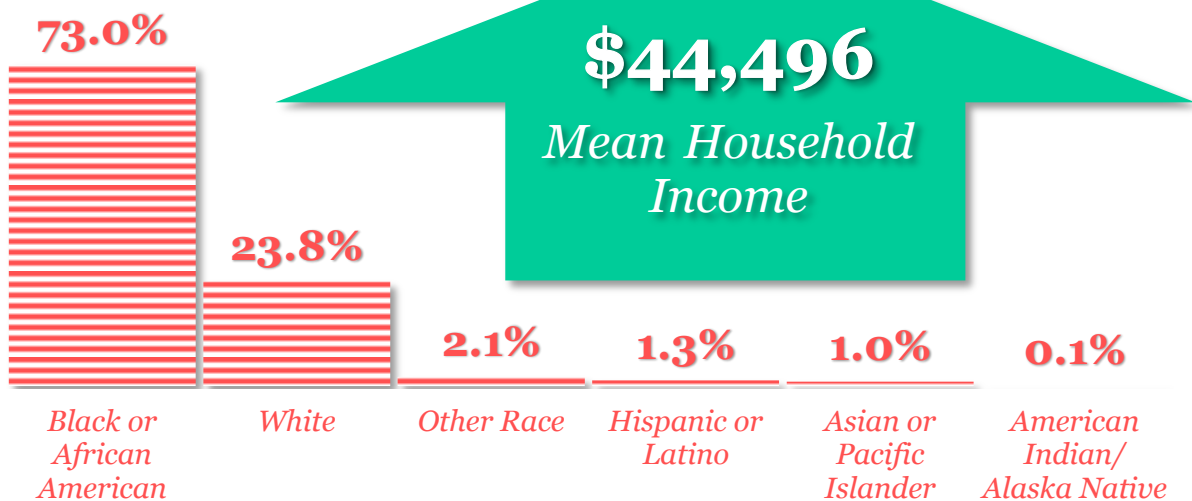
17.1%



MIDTOWN HILLS PRECINCT



NORTH PRECINCT



24.4%

*Families Living Below the
Poverty Line*

*Households Speaking
Language Other than
English*

3.6%

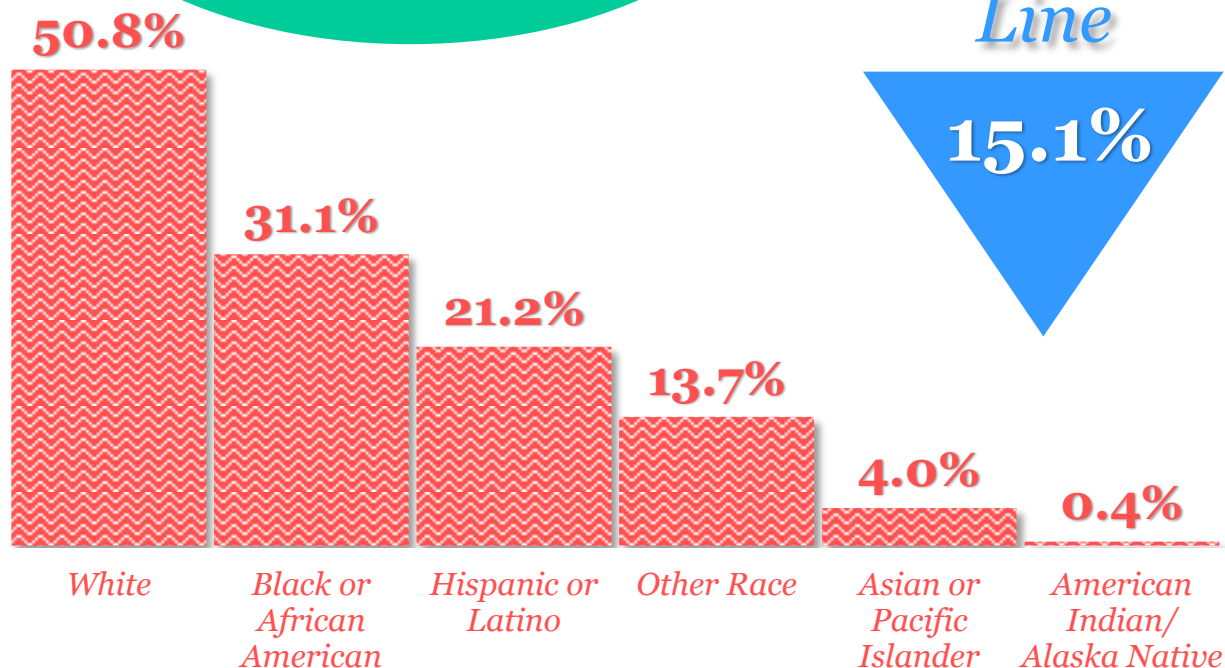
Households Speaking Language Other than English

27.6%

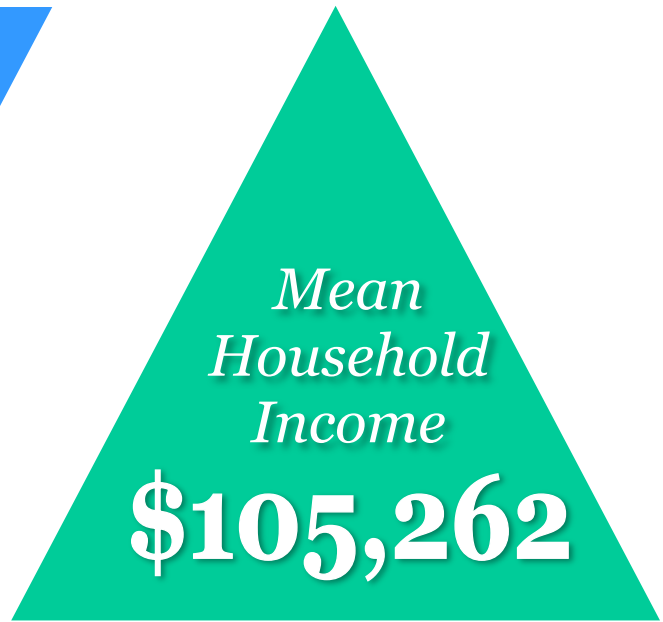
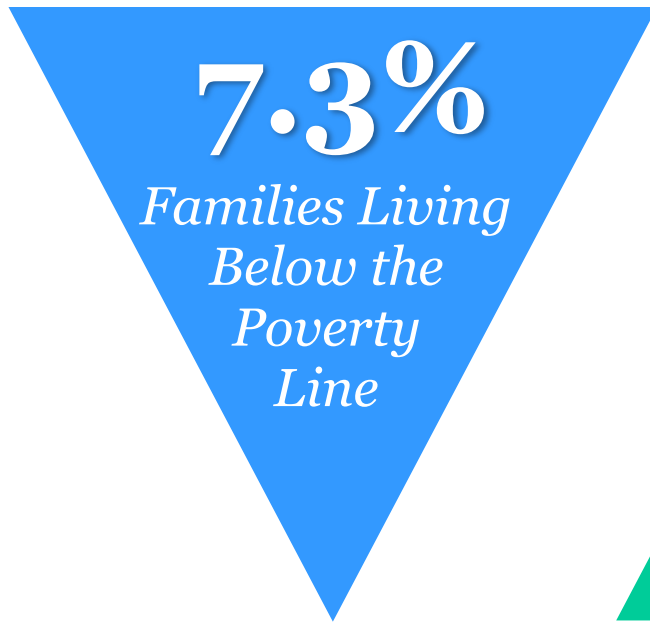


Families
Living
Below the
Poverty
Line

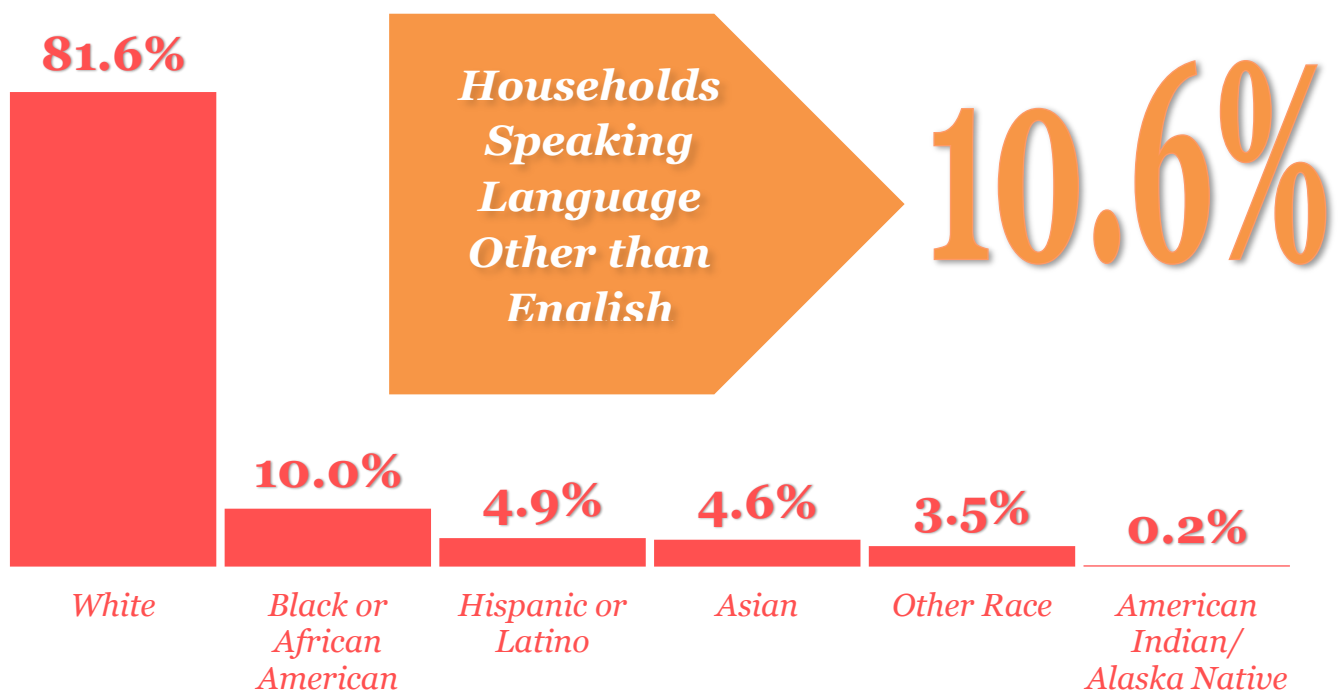
15.1%



SOUTH
PRECINCT



WEST _____ PRECINCT _____





December 13, 2017

Tour Sites and Tour Site Descriptions



December 13, 2017

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 several additional initiatives.

Connect With Us!

615-385-9379 www.icntn.org

Rashed Fakhruddin — President

ec@icntn.org



December 13, 2017

The Muslim Community

Kasar Abdulla

Kasar.Abdulla@gmail.com

Moderator



December 13, 2017

Top 5 Little-Known Facts about Islam & Muslims

1 Islam shares many religious figures and historical events with Judaism and Christianity. In fact, Muslims greatly respect Jesus who is considered one of the most important prophets in Islam. The Quran (Islam's Sacred Text) mentions Christ in 25 various contexts, such as:

"...O Mary! God Giveth thee glad tidings of a word from him: His name will be Christ Jesus, the son of Mary." (Quran 3:45)

"...O Jesus, son of Mary! Remember My favor unto you and unto your mother; how I strengthened you with the holy Spirit, so that you spoke unto mankind in the cradle as in maturity." (Quran 5:109-110)

While Muslims do not consider Jesus to be the son of God, belief in him as a prophet and in the Gospel – along with many other books found in the Bible – are core concepts accepted by all practicing Muslims. Furthermore, the Quran calls both Christians and Jews “People of the Book” to honor our common religious legacy.

2 Islam is not an “Eastern” religion. Contrary to popular belief, Islam had been a central part of European history for centuries. In Spain, a Muslim dynasty was established and prospered for over 700 years, ending in 1492 and the Spanish Inquisition. Also, Muslims had a huge presence in the Balkans. Eastern European Muslims survived communism and continue to live there today.

3 "Allah" is an Arabic word that means "God." The Islamic concept of God is that He is loving, merciful and compassionate. Muslims neither worship Muhammad nor pray through him. Muslims solely worship the Unseen and Omniscient Creator.

4 In the Quran, men and women enjoy the same spiritual, educational, and economic status and rights. "For Muslim men and women and for believing men and women, for devout men and women, for true men and women, for men and women who are patient and constant, for men and women who humble themselves, for men and women who give in charity, for men and women who fast (and deny themselves), for men and women who guard their chastity, and for men and women who engage much in Allah's praise, for them has Allah prepared forgiveness and great reward" (Quran 33:35)

While serious inequalities between men and women exist in many Muslim majority countries, it is also true that gender inequalities exist in virtually all societies on earth. Of note, is that several Muslim majority countries have had female heads of state, including Pakistan, Indonesia, Bangladesh and Turkey.

5 There are an estimated 1.6 billion Muslims in the world, which is about 1/5 of the world's population. Muslims, speak many languages and come from nearly every race, ethnicity and culture in the world.



December 13, 2017

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:**



December 13, 2017

Casa Azafrán

2195 Nolensville Pike, 37211

South Precinct

Who Are We?

Casa Azafrán is a bastion of community empowerment, nonprofit and global grandeur. Funded by public and private 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 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 Espanol 615-269-6900

www.casaazafran.org

info@conamericas.com



December 13, 2017

The Latino & New American Communities

Gini Pupo-Walker

Senior Director of Education Policy & Programs

Gini@ConexionAmericas.org

Moderator

Participants:

Nancy Quiñones

Tennessee Immigrant & Refugee Rights Coalition
(TIRRC)

Lynette Brown

Jean Crowe Advocacy (Domestic Violence) Center

Cecilia Gomez

Metro Nashville Police Department

Maria Paula Zapata

Conexión Américas



December 13, 2017

Second Stop: Casa Azafrán (Part 1)

Thoughts From Conversing With: The Latino & New American Communities

⊕ **Panelist(s) I'd Like to Hear More From:**

⊕ **Their Main Thoughts:**

⊕ **At Least One Thing I'm Glad I Know Now:**

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

⊕ **As A Police Officer I'll Use Insights From This Conversation To ... :**



December 13, 2017

Blues Views: The Command Conversation

Lieutenant Grant Carroll

Grant.Carroll@nashville.gov

MNPD Training Academy

Drill & Ceremony Team Commander

Moderator



December 13, 2017

Second Stop: Casa Azafrán (Part 2)

Primary Focus : Blues Views: The Command Conversation

⊕ **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:**



December 13, 2017

Mangia!

Welcome Mayor Megan Barry!



December 13, 2017

Second Stop: Casa Azafrán (Part 3)

Primary Focus : Lunch(!) and Conversing with Community Members

⊕ **Names of Conversationalists:**

⊕ **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:**



December 13, 2017

Oasis Center

1704 Charlotte, Suite 200 37203

North Precinct

Who Are We?

Founded in 1969 to provide community-based care for youth experiencing alcohol and drug problems, Oasis Center has evolved over the past four decades into one of the nation's leading youth-serving organizations. We offer safety, support, and life-changing opportunities to nearly 3000 youth and their families each year while seeking to teach young people how to transform the conditions that create problems for them in the first place.

We believe that Nashville should and can be a model community where all young people enter adulthood connected with positive social support systems and prepared for productive and fulfilling lives.

Oasis views young people as full stakeholders who hold the keys to addressing some of the most challenging problems facing our city, including violence reduction, improved graduation rates, bullying prevention, discrimination and intolerance. Our young people represent the diversity of Nashville's residents, and hail from more than 60 different schools and homes that speak 26 different languages.

Connect With Us!

615.327.4455

(24 hours a day, 7 days a week)

www.oasiscenter.org



December 13, 2017

The LGBTQ Community

Pam Sheffer

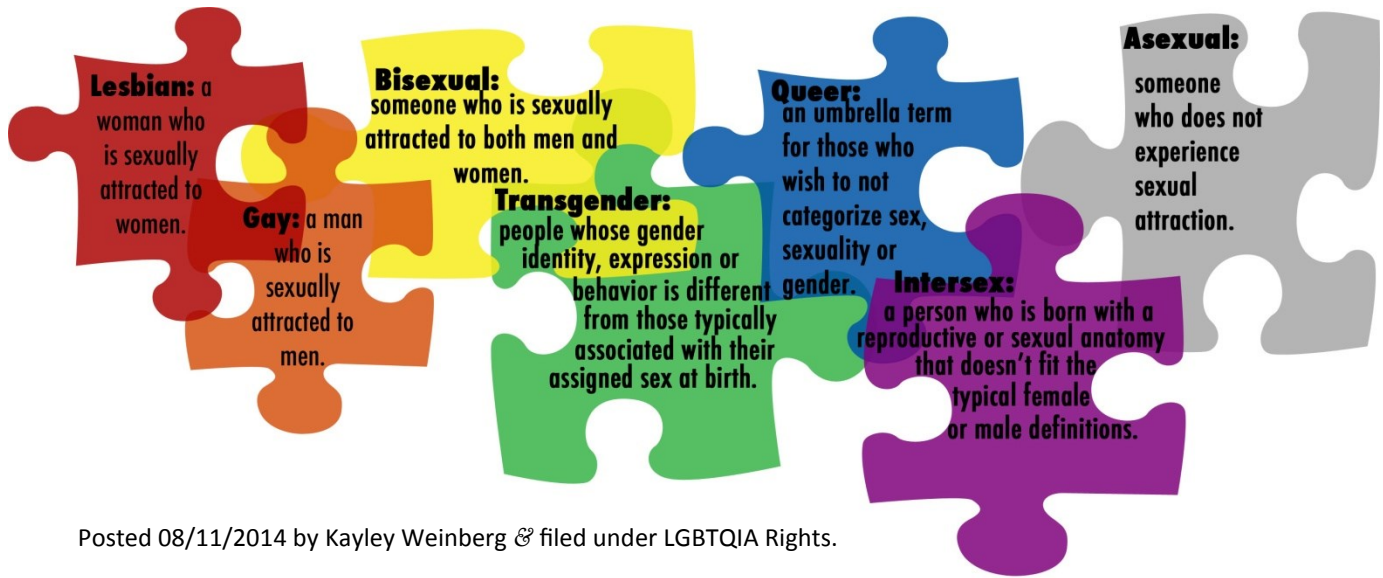
PSheffer@oasiscenter.org

Moderator



December 17, 2013

Clarifying Common LGBTQIA Terms



Posted 08/11/2014 by Kayley Weinberg & filed under LGBTQIA Rights.

“Sex” = biological status assigned at birth (typically categorized as male, female, or intersex)

“Gender” = attitudes, feelings, and behaviors a given culture associates with a biological sex.

“Sexual orientation” = inherent and enduring emotional, romantic or sexual attraction to other people. Generally refers to the sex of those to whom one is sexually and romantically attracted. While categories of sexual orientation typically have included attraction to members of one’s own sex (gay men or lesbians), attraction to members of the other sex (heterosexuals), and attraction to members of both sexes (bisexuals), sexual orientation does not always appear in such definable categories and instead occurs on a continuum and is fluid for some people.

“Gender identity” = innermost concept of self as male, female, a blend of both or neither; how individuals perceive themselves and what they call themselves. (Gender identity can be the same or different from their sex assigned at birth.)

“Transgender” = general term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc. **NOTE:** when referring to someone who is transgender, avoid the use of the word “transgendered.” Also do not say, ‘Tony is a transgender,’ or ‘The parade included many transgenders.’ Instead say, ‘Tony is a transgender man,’ or ‘The parade included many transgender people.’”

“Cisgender” = a term for people whose self-identify conforms with the their gender that corresponds to their biological

Sources: Most of these definitions are borrowed from the Human Rights Campaign, the National Center for Lesbian Rights, GLADD, and a number of organizations that advocate on behalf of transgender people.



December 13, 2017

Fourth Stop: Oasis Center

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:**



December 13, 2017

Fisk University

Jubilee Hall LLC

1000 17th Avenue North, 37208

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 produces graduates from diverse backgrounds with the integrity and intellect required for substantive contributions to society. Our curriculum is grounded in the liberal arts and 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, it is 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



December 13, 2017

The African American Community

Judge Sheila D.J. Calloway

SheilaCalloway@jis.nashville.org

Facilitator

Anita Jones Thomas

Athomas726@comcast.net

Facilitator

Welcome Chief Steve Anderson!



December 13, 2017

The African American Community

Participants

Eric Brown

Rokeisha Bryant

Alfred Degrafinreid

Atica Helms

Ron Johnson

Lonnell Matthews

Pastor Davie Tucker

Brenda Wynn

Janet Walsh

Tea Debriefing



December 13, 2017

Fifth (and Final!) 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:**



December 13, 2017

Helpful Resources

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. <i>Immigrant Legal Clinic</i> The TCADSV Immigrant Legal Clinic provides legal advice and representation to immigrant and trafficked victims of domestic or sexual violence throughout Tennessee	2 International Plaza, Suite 425, 37218 615-386-9406 www.tcadsv.org <i>For Immigrant Legal Clinic:</i> 615-386-9406 (Tues/'Thurs 8:30-12:30 PM).

Tennessee Domestic Violence Hotline	1-800-356-6767
The Jean Crowe Advocacy Center 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.	100 James Robertson Parkway, Suite 114, 37201 615-880-2255 or 615-862-4767
The Mary Parrish Center for Victims of Domestic Violence and Sexual Assault 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.	Toll-Free: 866-475-1684 615-256-5959 www.maryparrish.org

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
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.opentablenashvile.org
Salvation Army (Hispanic and Laotian) Assistance to Hispanic and Laotian families.	525 Paragon Mills, 615- 837-2444 http://www.SalArmy-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.tnoprogram.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

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
Nashville Launch Pad Volunteers Launch Pad is the only LGBTQ-inclusive shelter in Nashville created specifically to serve homeless youth between the ages of 18 and 24.	Nashvillelaunchpad@gmail.com Twitter: @Nashlaunchpad
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://urbanhousingolutions.org
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.	800 2nd Avenue North, 37201 (615) 862-8860 www.nashville.gov/Metro-Action-Commission.aspx

<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>

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
Bridges Serves the deaf, hard of hearing and hearing communities	http://bridgesfordeafandhh.org/ 935 Edgehill Ave., 37203 Voice/TTY 615-248-8828 Video Phone Local 615-290-5147
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 Cumberlands 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
Progreso Community Center We organize and build the capacity of members of the Hispanic community for our wellbeing and the community at large.	5666 Nolensville Pike, Nashville, 37211 615-365-9002, 615-367-362 www.progresocommunitycenter.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
Tennessee Transgender Political Coalition (TTPC) The Tennessee Transgender Political Coalition is an organization designed to educate and advocate on behalf of transgender related legislation and is dedicated to raising public awareness and building alliances.	P.O. Box 158516, 37215 615-293-6199

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 (Deaf & Hard of Hearing)	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
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 Family Foundation	Charity	https://hispanicfamilyfoundation.com/
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	Civic	www.tnnaacp.org
Native American Indian Assoc.	Cultural	http://www.naiatn.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 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
Plaza Mariachi	Cultural	https://plazamariachi.com/
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 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
Urban League of Middle Tennessee	Civic	http://ul-mdtn.iamempowered.com

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%



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Metro Human Relations Commission
thanks you
for being a part of this
Mobile Diversity Seminar.

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