

**Metro Human Relations Commission  
MNPD Training Academy**



**Mobile Diversity Seminar  
Resource Guide  
Spring 2017**





June 12, 2017

**MHRC acknowledges and appreciates the collaboration of our community partners including for generously donating their time, talents, and resources:**

|  |  |
|--|--|
| American Baptist College                           | American Muslim Advisory Council-TN    |
| Brothers United Network, Inc.                      | Casa Azafrán                           |
| Faith and Cultural Center                          | Fisk University                        |
| General Sessions Court                             | Hispanic Family Foundation             |
| Islamic Center of Nashville                        | Islamic Center of Tennessee            |
| Justice For Our Neighbors (JFON)                   | Juvenile Court                         |
| 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        |
| Nashville CARES                                    | Neighborhood Resource Center           |
| New Covenant Christian Church                      | Nonviolent Communication Nashville     |
| Oasis Center                                       | Office of Restorative Practices (MNPS) |
| Operation Stand Down-TN                            | OutCentral                             |
| StreetWorks  | Strong Tower Baptist Church            |
| TNForeign Language Institute                       | TN Transgender Political Coalition     |
| The Mayor's Office                                 | Vanderbilt HIV Vaccine Program         |
| VSA (Very Special Artists)                         | YWCA                                   |

Valor Collegiate Academics



June 12, 2017

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





June 12, 2017

---

# Greetings from ...

---





June 12, 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***



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***





June 12, 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?

\_\_\_%





June 12, 2017

---

# Nashville/Davidson County Demographics

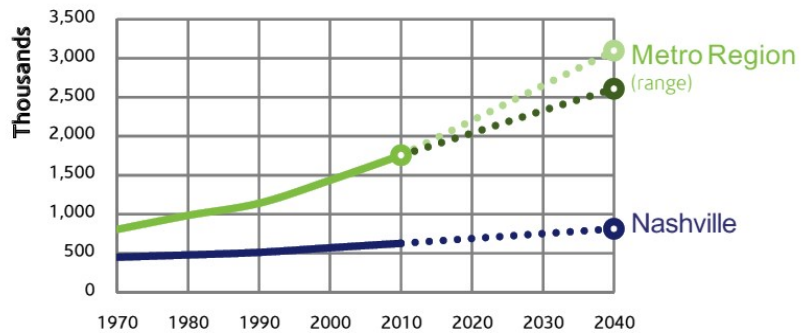
---

# DEMOGRAPHICS

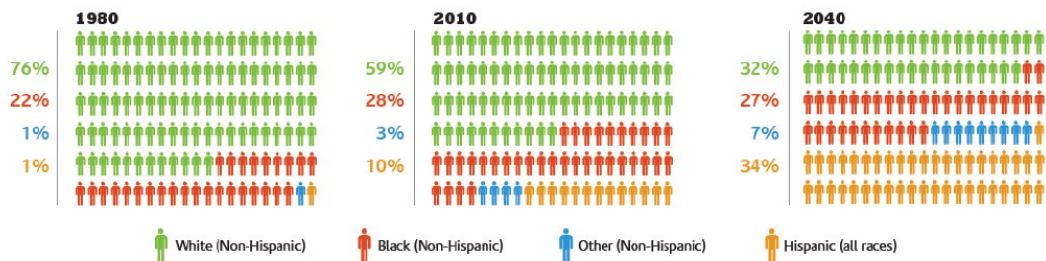


**1**million  
more people living in the  
Metro Region by 2040

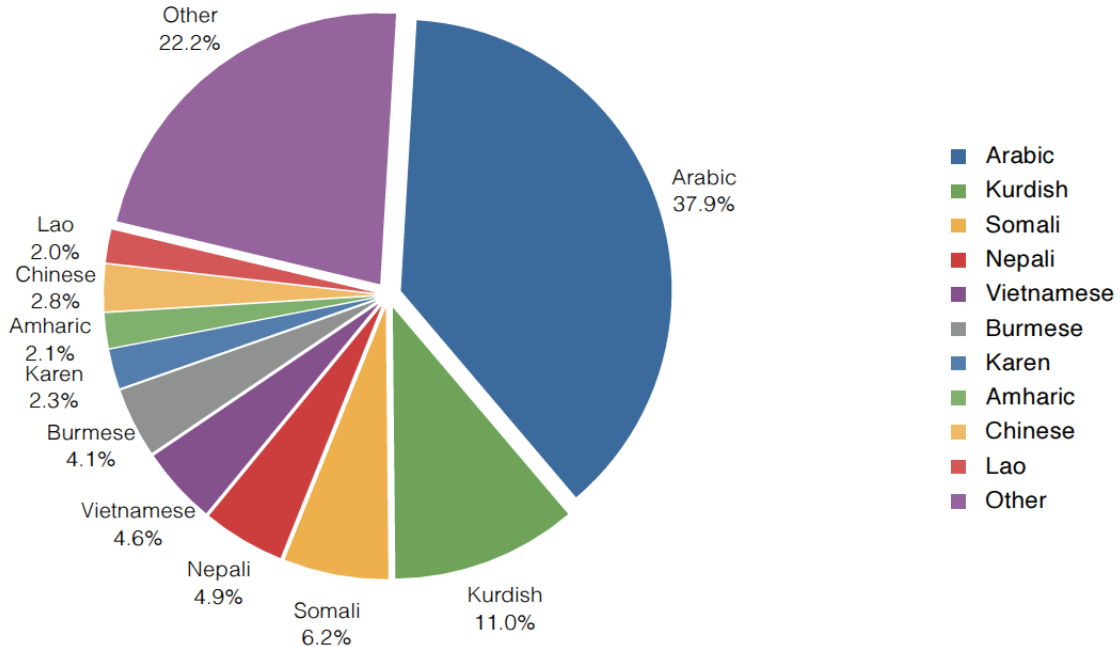
Population of Nashville and the Metro Region



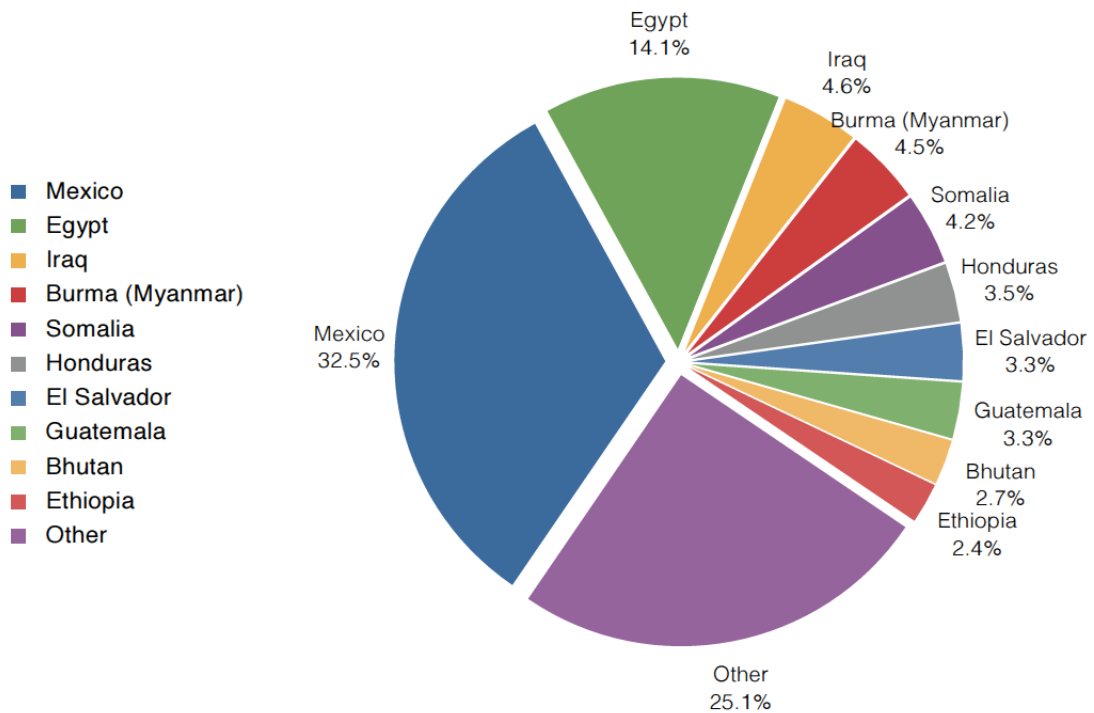
By 2040, no  
ethnicity will  
be a majority  
of residents.



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

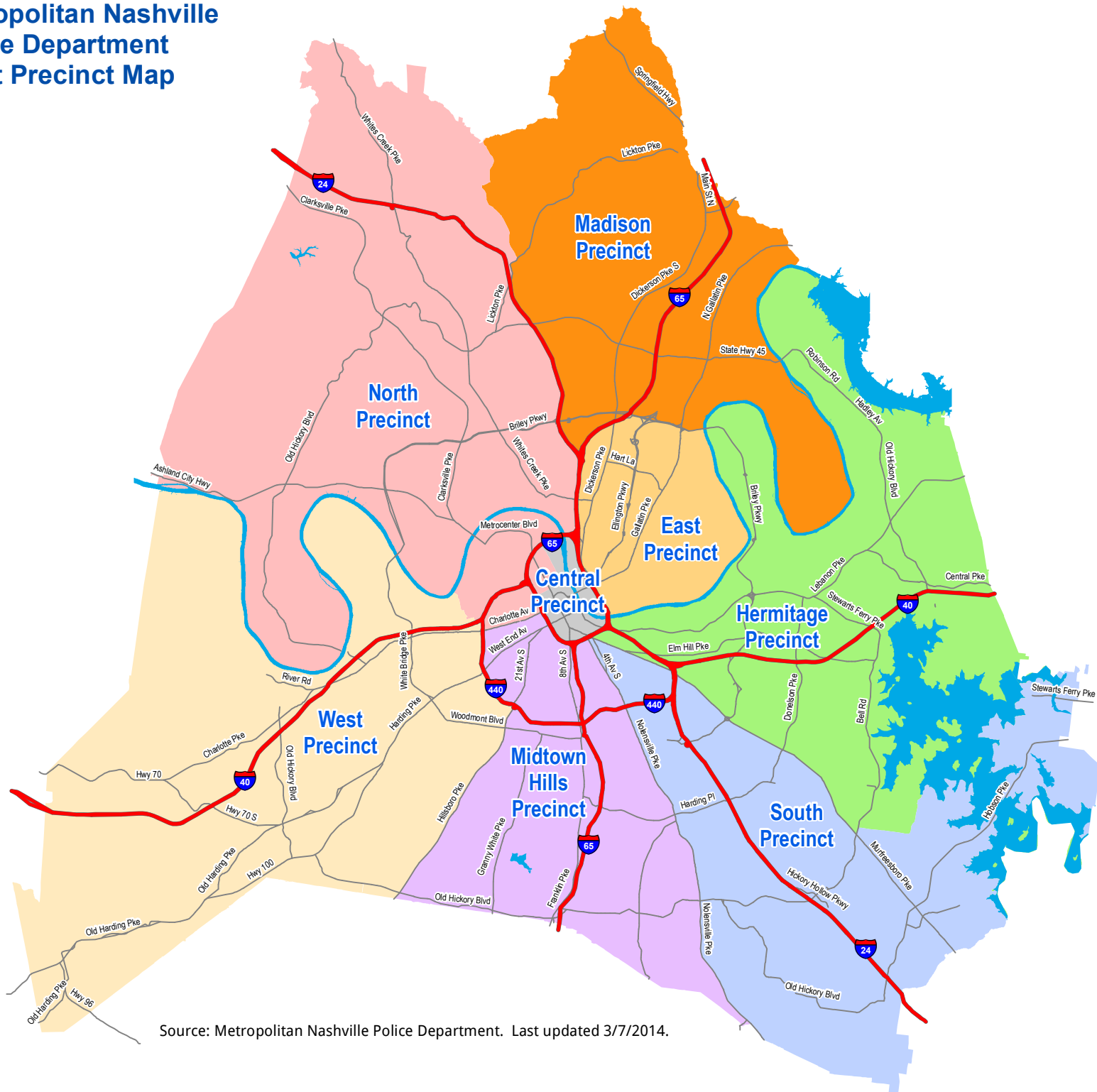


**Top 10 Identified Countries of Origin (2011-12)**





# Metropolitan Nashville Police Department Eight Precinct Map



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

# Davidson County: Facts & Figures

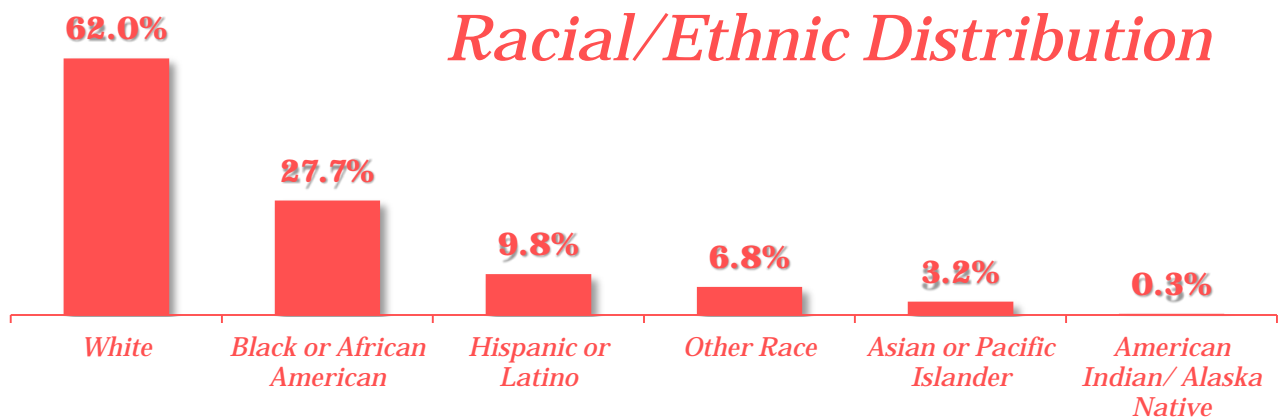


**\$68,802**

*Mean Household Income*



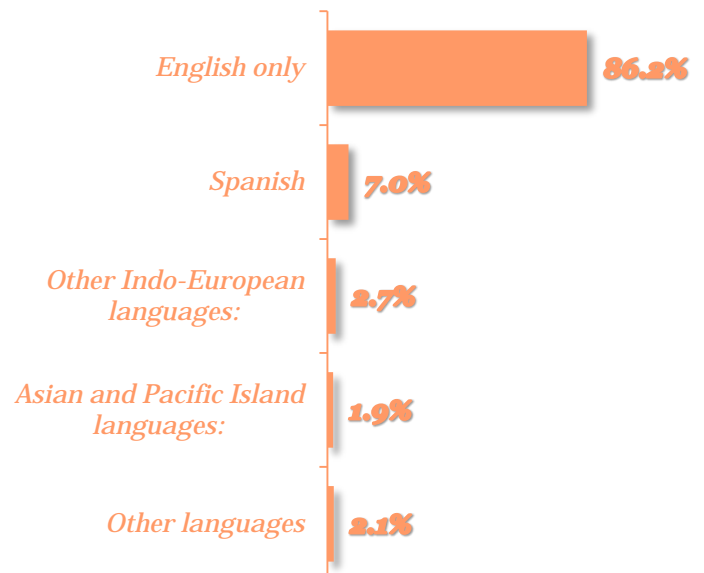
## *Racial/Ethnic Distribution*



*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**

**57.2%**

**36.3%**

**4.2%**

**3.0%**

**2.2%**

**0.1%**

*White*

*Black or African  
American*

*Other Race*

*Hispanic or  
Latino*

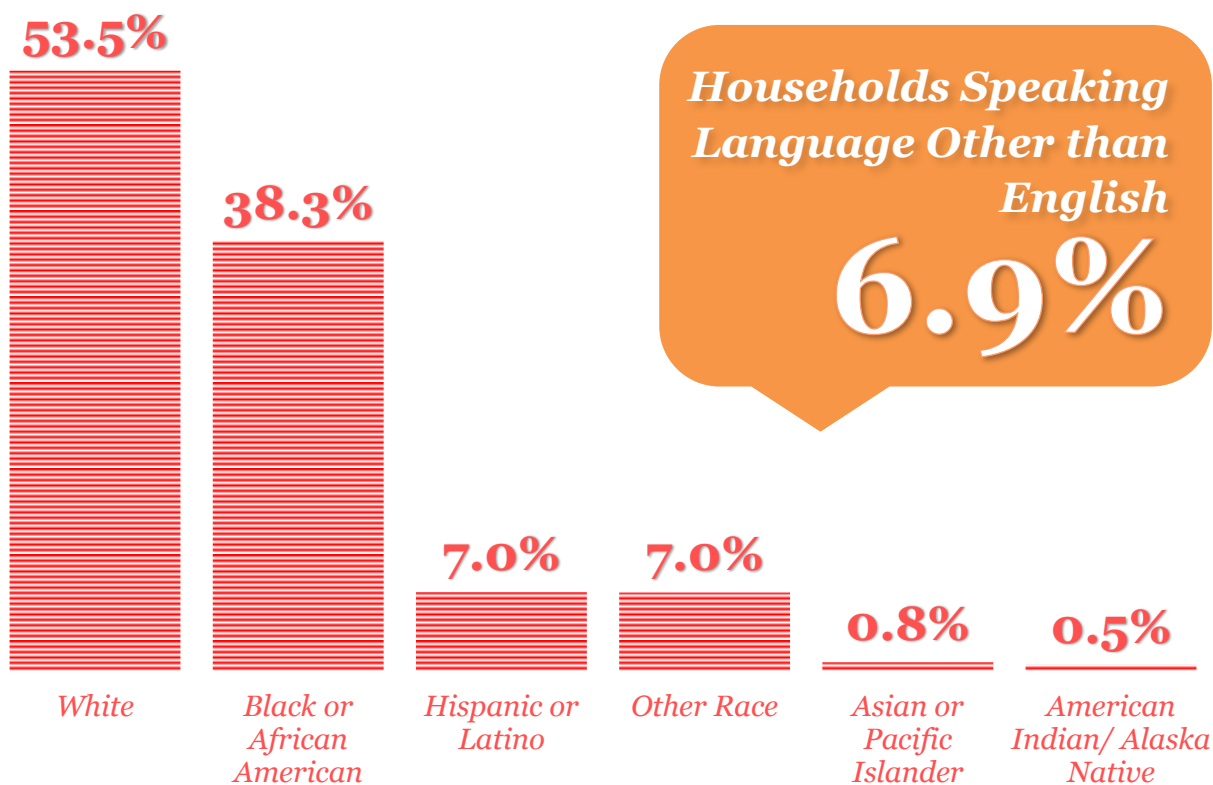
*Asian or Pacific  
Islander*

*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*

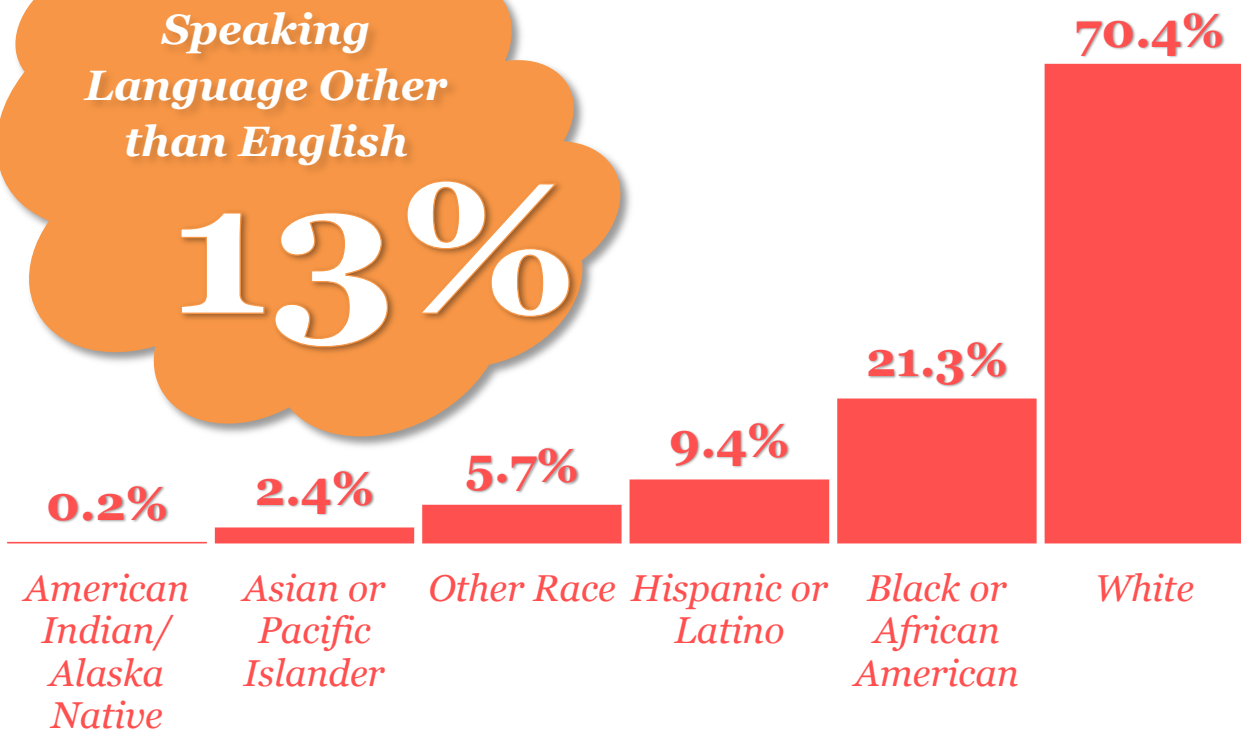
# HERMITAGE PRECINCT

Mean Household Income  
**\$59,578**

Families Living Below the Poverty Line  
**12.7%**

*Households  
Speaking  
Language Other  
than English*

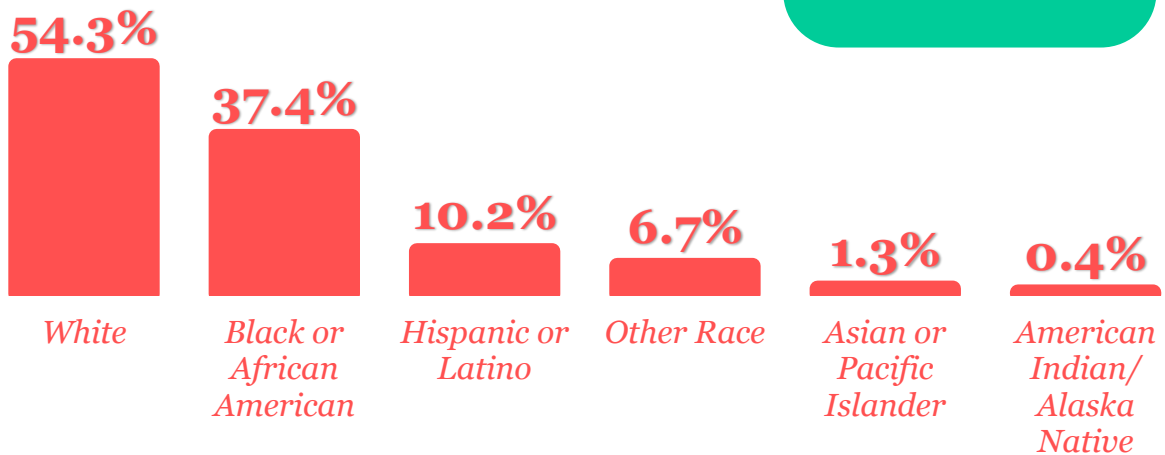
**13%**



# MADISON PRECINCT

**\$50,283**

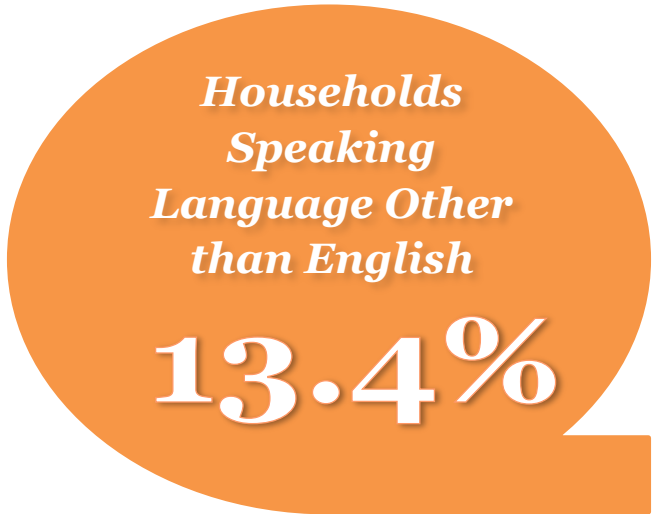
*Mean  
Household  
Income*



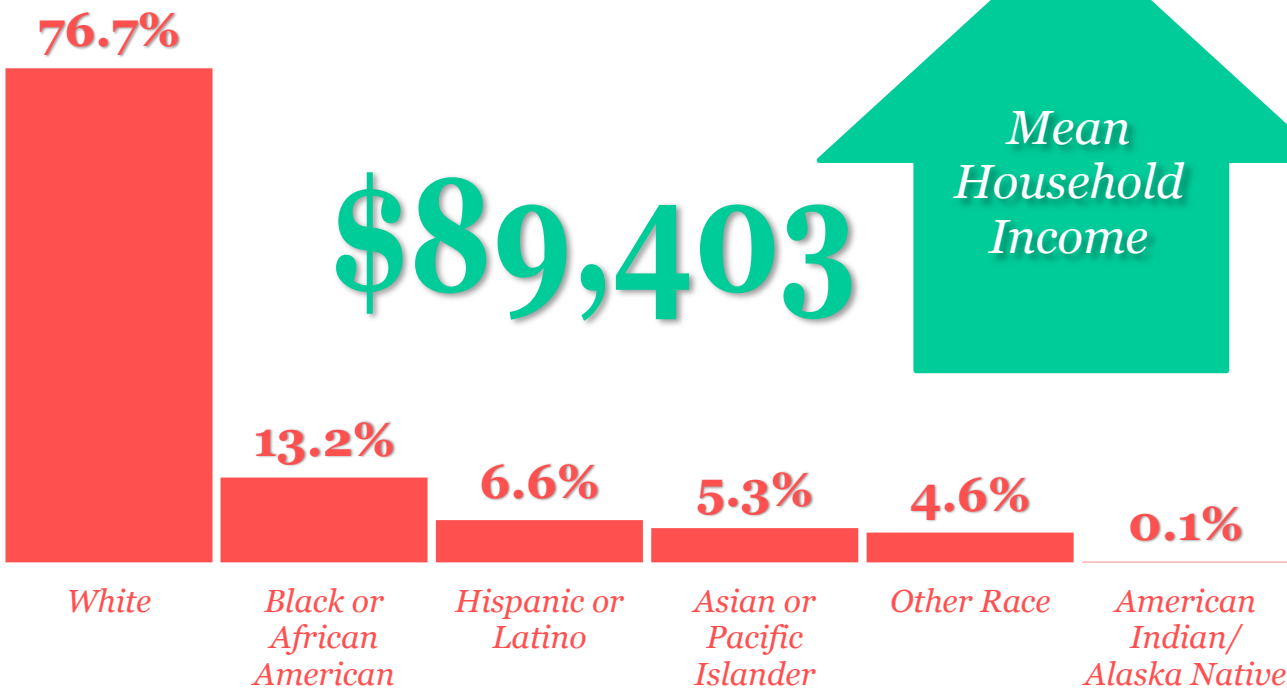
**9%** *Households Speaking  
Language Other than English*

*Families  
Living Below  
the Poverty Line*

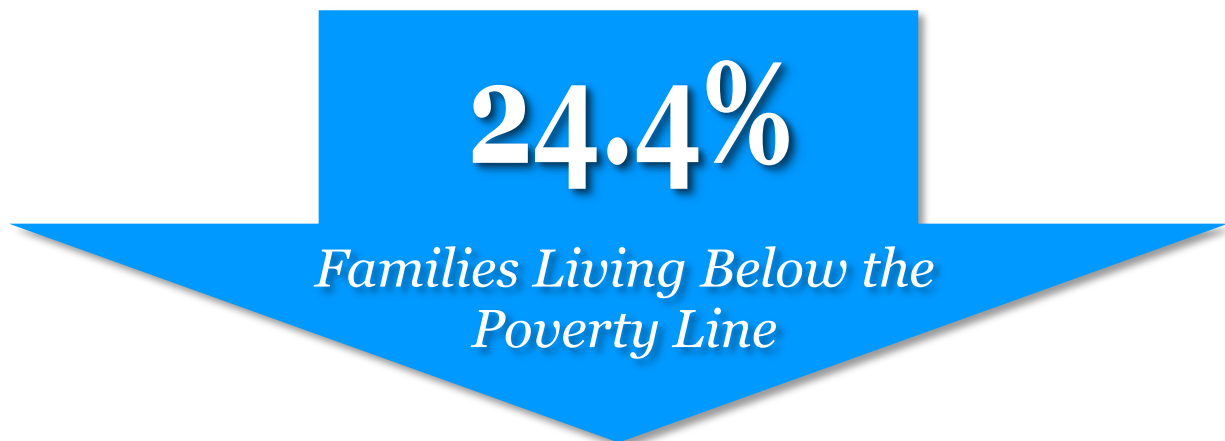
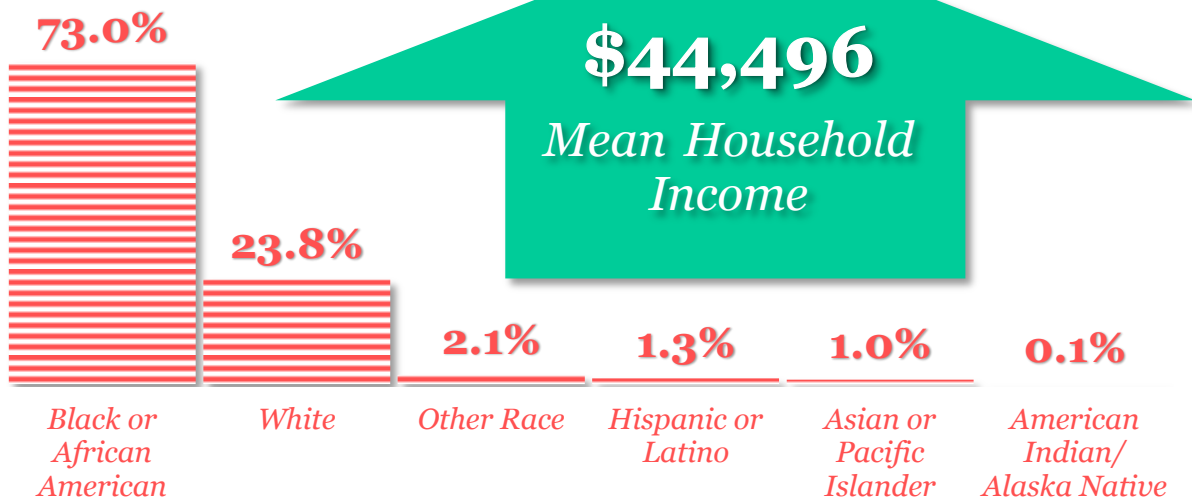
**17.1%**



# MIDTOWN HILLS PRECINCT



# NORTH PRECINCT



*Households Speaking  
Language Other than  
English*

**3.6%**

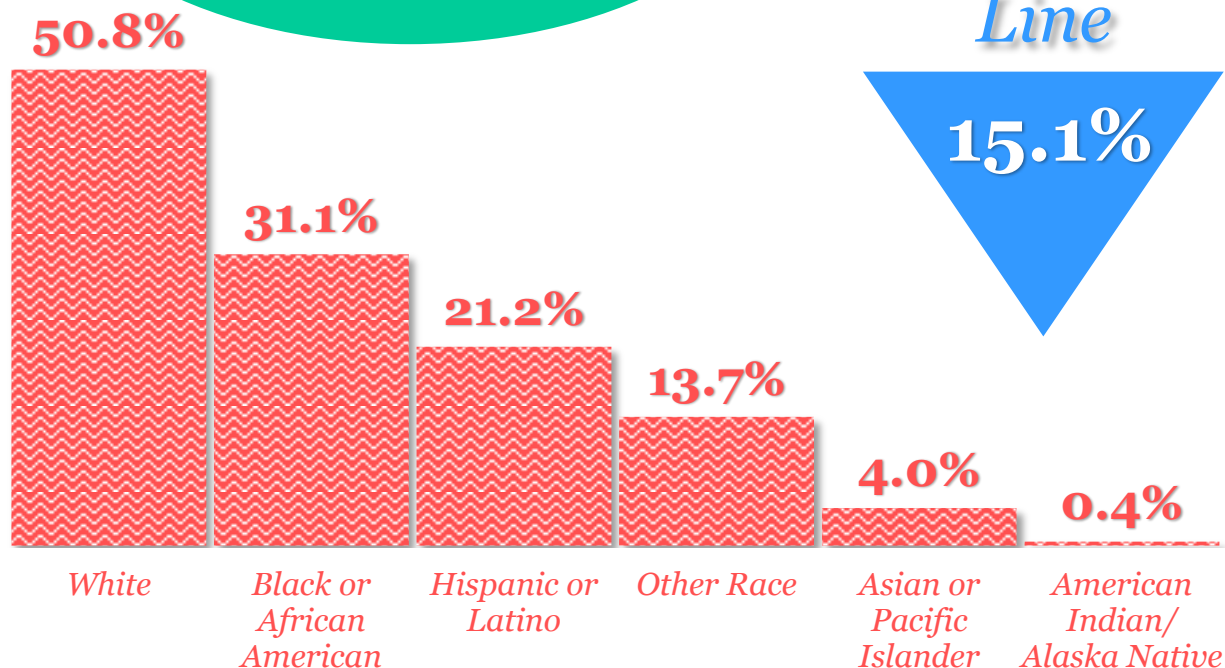
# Households Speaking Language Other than English

27.6%

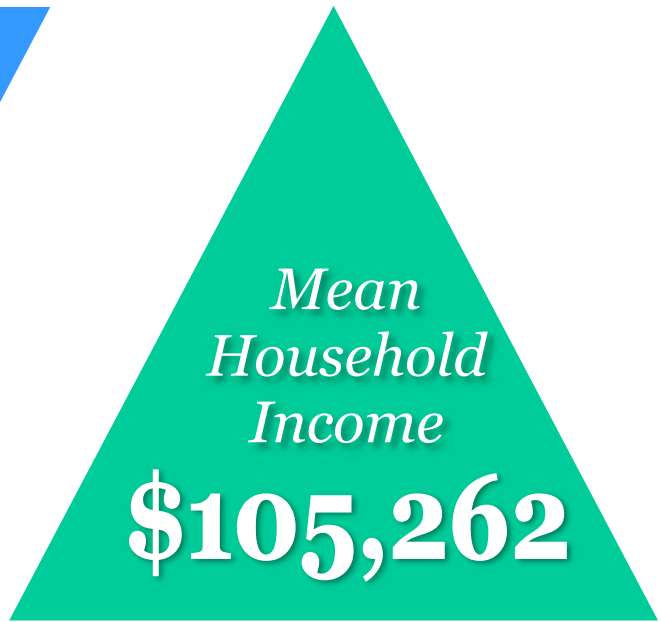
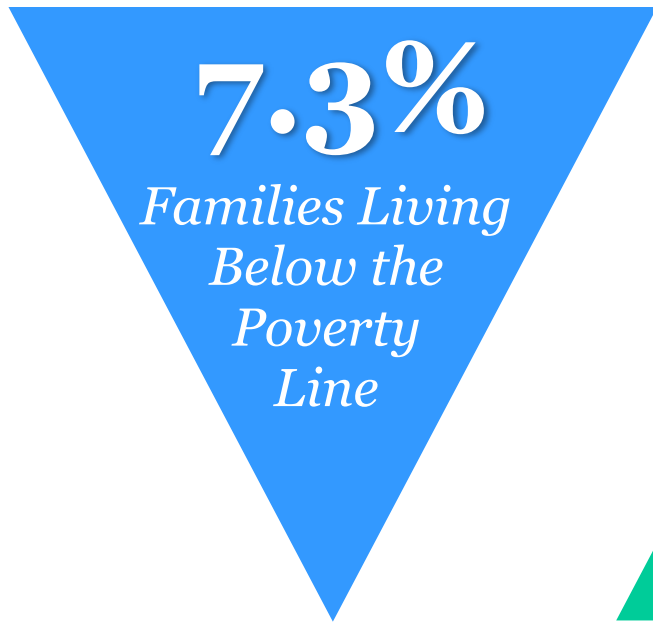


Families  
Living  
Below the  
Poverty  
Line

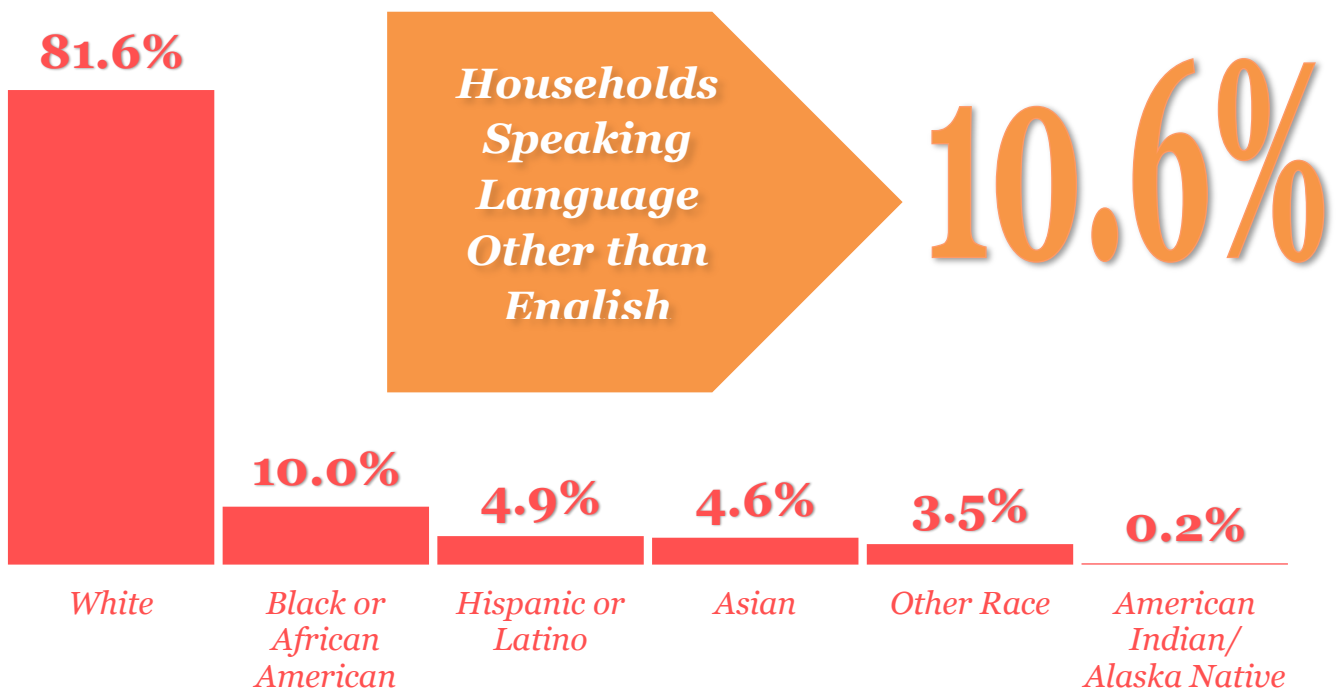
15.1%



SOUTH  
PRECINCT



# WEST \_\_\_\_\_ PRECINCT \_\_\_\_\_









June 12, 2017

---

# **Tour Sites and Tour Site Descriptions**

---

---

# Islamic Center of Nashville

2515 12th Avenue South, 37204

**Midland 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 it's 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](http://www.icntn.org)

Rashed Fakhruddin — President

[ec@icntn.org](mailto:ec@icntn.org)



June 12, 2017

---

# The Muslim Community

---

## Panelists

**Kasar Abdulla**

Kasar.Abdulla@gmail.com

*Moderator*

**Hasina Mohyuddin**

Hmohyuddin@comcast.net

**Berthena Nabaa-McKinney**

Berthena.Mckinney@gmail.com

**Almedhulhadi Sharif**

Ahmedulhadi.Sharif@gmail.com

**Officer Jiyayi Suleyman**

Jiyayi.Suleyman@nashville.gov

## Guided Conversationalists

---

**Daoud Abudiab**

Daoudabudiab@yahoo.com

**Rashed Fakhruddin**

Rfakhruddin@gmail.com

**Paul Galloway**

Paul@amactn.com

**Aisha Lbhalla**

Aisha@lovinghomecare.org

**Muna Muday**

Mmuday17@gmail.com

**Mohamed Shukri**

Bokola50@gmail.com

**Zulfat Suara**

Zulfat@amactn.com



June 12, 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:**

---

---

---



---

# 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](http://www.casaazafran.org)  
[info@conamericas.com](mailto:info@conamericas.com)



June 12, 2017

# The Latino & New American Communities

## Panelists

**Sergeant Alfredo Arevalo**

Alfredo.Arevalo@nashville.gov

**Alvaro Manrique Barrenechea**

Alvaro@tnjfon.org

**León Berrios**

Leon.Berrios@hispanicfamilyfoundation.com

**Tasha M. Chusac**

Tasha.Chusac@centerstone.org

**Moderator**

**Bruce Jeffers**

Jeffers.Bruce@gmail.com

## Guided Conversationalists

**Katerine Hernandez**

Khernandez@ymcamidtn.org

**Officer Citlaly Juarez**

Citlaly.Juarez@nashville.gov

**Vanessa Lazón**

Vanessa.Lazon@nashville.gov

**Officer Ky Luu**

Ky.Luu@nashville.gov

**Mo Silvera**

Mo@tfli.org

**Wade Munday**

Wade@tnjfon.org



June 12, 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 ... :**

---

---

---

---

---



June 12, 2017

# Blues Views: The Command Conversation

**Commander**

**John Drake**

John.Drake@nashville.gov

*Central Precinct*

**Deputy Chief**

**Damian Huggins**

Damian.Huggins@nashville.gov

**Commander**

**Marlene Pardue**

Natalie.Lokey@nashville.gov

*Midtown Hills Precinct*

**Commander**

**Terrence Graves**

Terrence.Graves@nashville.gov

*North Precinct*

**Captain**

**Dhana K. Jones**

Dhana.Jones@nashville.gov

*Special Ops*

**Commander**

**Paul Trickey**

Paul.Trickey@nashville.gov

*South Precinct*

**Lieutenant Grant Carroll**

Grant.Carroll@nashville.gov

*MNPD Training Academy*

*Drill & Ceremony Team Commander*

*Moderator*





June 12, 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:**

---

---

---



June 12, 2017

# Lunch Conversation

## The Conversationalists

Katerine Albert (Khernandez@ymcamidtn.org)  
Sergeant Alfredo Arevalo (Alfredo.Arevalo@nashville.gov)  
Shaun Arroyo (Shaun@TVals.org)  
Off. Ronda Atwater (Ronda.Atwater@nashville.gov)  
Alvaro Manrique Barrenechea (Alvaro@tnjfon.org)  
León Berrios (Leon.Berrios@hispanicfamilyfoundation.com)  
Iris Buhl (IrisBuhl@gmail.com)  
LaWayne Childrey (LaWayneChildrey@gmail.com)  
Tasha M. Chusac (Tasha.Chusac@centerstone.org)  
Kevin Cuchia (Kevincuchia@gmail.com)  
Leigh Anne Gregory, Ph.D. (GregoryLeigh2011@gmail.com)  
Melissa Gordon (Melissa.Gordon@mnps.org)  
Michelle Hernandez-Lane (Michelle.Lane@nashville.gov)  
Damien Huggins (Damian.Huggins@nashville.gov)  
Bruce Jeffers (Jeffers.Bruce@gmail.com)  
Captain Dhana Jones (Dhana.Jones@nashville.gov)  
Officer Citlaly Juarez (Citlaly.Juarez@nashville.gov)  
Officer Ky Luu (Ky.Luu@nashville.gov)  
Shannon "Stallion" Lashley (Lashleyamericainc@gmail.com)  
Vanessa Lazón (Vanessa.Lazon@nashville.gov)  
Zina Izquierda (Zina@familyreconciliationcenter.com)  
Commanderr. N. Kay Lokey (Natalie.Lokey@nashville.gov)  
Carol Mansour (Carolmansour@yahoo.com)  
Off. Terrence McBride (Terrance.McBride@nashville.gov)  
Dr. Oscar Miller (Omillier@tnstate.edu)  
Sean Muldoon (Sean.Muldoon@osdtn.org)  
Brad Palmertree (BPalmertree@familycentertn.org)  
Brett Perkins (Brett@outcentral.org)  
Dr. Marissa Richmond (Richmondmj@aol.com)  
Frank Trew (Frank@hipdonelson.com)  
Mac (Macproductionspageant@gmail.com)  
Mo Silvera (Mo@tfli.org)  
Vic Sorrell (Vic.Sorrell@Vanderbilt.edu)  
Valeri Otey-Nellis (Valeri.Otey-Nellis@tnrc.net)



June 12, 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:**

---

---

---



June 12, 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](http://www.oasiscenter.org)



June 12, 2017

---

# The LGBTQ Community

---

## Panelists

**LaWayne Childrey** (Lawaynechildrey@gmail.com)

**Dwayne Jenkins** (Djenkins@nashvillecares.org)

**Commander N. Kay** (Natalie.Lokey@nashville.gov)

**Shannon “Stallion” Lashley** (Lashleyamericainc@gmail.com)

**Lieutenant David Leavitt** (David.Leavitt@nashville.gov)

**Mac** (Macproductionspageant@gmail.com)

**Dr. Marisa Richmond** (Richmondmj@aol.com)

**Pam Sheffer** (PSheffer@oasiscenter.org)

***Moderator***

**Vic Sorrell** (Vic.sorrell@Vanderbilt.edu)

## Guided Conversationalists

**Brett Perkins** (Brett@outcentral.org)

**Leigh Anne Gregory, Ph.D.** (Gregoryleigh2011@gmail.com)

**Melissa Gordon** (Melissagordon25@gmail.com)



June 12, 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:**

---

---

---



June 12, 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](http://www.fisk.edu)



June 12, 2017

# The African American Community

## The Conversationalists

Officer Ronda Atwater (Ronda.Atwater@nashville.gov)  
Judge Rachel L. Bell (RachelBell@jis.nashville.org)  
Judge Angela Blackshear-Dalton (AngelitaDalton@jis.nashville.org)  
Judge Sheila Calloway (SheilaCalloway@jis.nashville.org)  
LaWayne Childrey (LaWayneChildrey@gmail.com)  
Tasha Chusac (Tasha.Chusac@centerstone.org)  
Ron Crowder (RCrowder@Street-works.org)  
Rev. Dr. Judy D. Cummings (DrJudyCummings@gmail.com)  
Commander John Drake (John.Drake@nashville.gov)  
Melissa Gordon (Melissa.Gordon@mnps.org)  
Commander Sebastian Gourdin (Sebastian.Gourdin@nashville.gov)  
Commander Terrence Graves (Terrence.Graves@nashville.gov)  
Michelle Hernandez-Lane (Michelle.Lane@nashville.gov)  
Phyllis Hildreth (Phyllis.Hildreth@lipscomb.edu)  
Bruce Jeffers (Jeffers.Bruce@gmail.com)  
Karyn Johnson (KarynJJohnson@yahoo.com)  
Sergeant Michelle S. Jones (Michelle.Jones@nashville.gov)  
Sharon Kay (Skay@Fisk.edu) — *Moderator*  
Shannon “Stallion” Lashley (Lashleyamericainc@gmail.com)  
Mac (Macproductionspageant@gmail.com)  
LaRhonda Magras (LaRhonda.Magras@ywcanashville.com)  
Officer Terrence McBride (Terrance.McBride@nashville.gov)  
Dr. Oscar Miller Oscar Miller (OMiller@tnstate.edu)  
Valeri Otey-Nellis (Valeri.Otey-Nellis@tnrc.net)  
Erin Pryor (Erin.Pryor@belmont.edu)  
Judge Allegra Walker (AllegraWalker@jis.nashville.org)  
Hershell Warren (Hershell.Warren@nashville.gov)  
Pastor Chris Williamson (Info@stbch.org)





June 12, 2017

## 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:**

---

---

---





June 12, 2017

---

# Helpful Information and Resources

---

# WWW.POLICE.NASHVILLE.ORG

## **South Precinct.....615-862-7744**

Commander Paul Trickey  
Community Affairs Sgt. Rafael Fernandez  
Crime Analysis Off. John Neely  
Investigations Lt. Randy Alexander  
**SOUTH TIP LINE 880-3816 \* (MAY REMAIN ANNOYOMOUS)**

## **Other MNPD Numbers**

### **NON EMERGENCY 615-862-8600**

Domestic Violence 615-880-3000  
Sex Crimes 615-862-7540  
Auto Theft 615-862-7612  
Fraud 615-862-7594  
Youth Services 615-862-7417  
Traffic Division 615-862-7738  
Hit and Run 615-862-7713  
Warrants 615-862-7683  
School Crossing 615-862-7752  
Special Events 615-880-2901  
Records 615-862-7631  
Property & Evidence 615-862-7750  
Vehicle Impound 615-862-7800

## **West Precinct.....615-862-7747**

Commander Marlene Pardue  
Community Affairs Sgt. Steve Linn  
Crime Analysis Off. Jamie Snyder  
Investigations Lt. Robert Durbin

## **Central Precinct.....615-862-7611**

Commander John Drake  
Community Affairs Sgt. Rickey Bearden  
Crime Analysis Off. Scott Miller  
Investigations Lt. Brian Anderson

## **East Precinct.....615-862-7600**

Commander David Imhof  
Community Affairs Sgt. Michael Fisher  
Crime Analysis Off. Dan Layne  
Investigations Lt. Lee Dupie

## **North Precinct.....615-862-4410**

Commander Terrence Graves  
Community Affairs Sgt. Mitch Kornberg  
Crime Analysis Off. Robert Kerpka  
Investigations Lt. Daniel Newbern

## **Hermitage Precinct...615-880-1776**

Commander Preston Brandimore  
Community Affairs Sgt. Jeff White  
Crime Analysis Off. Troy Meadows  
Investigations Lt. Charles Carter

## **Madison Precinct.....615-880-3111**

Commander Sebastian Gourdin  
Community Affairs Sgt. Curt Capps  
Crime Analysis Off. Alejandro T Ramos  
Investigations Lt. William Mackall

## **Midtown Hills Precinct...615-880-1411**

Commander Natalie Lokey  
Community Affairs Sgt. Michelle Jones  
Crime Analysis Off. Clyde Stambaugh  
Investigations Lt. Joe Towers

**CRIME STOPPERS 615-74-CRIME (7463)**  
**DRUG HOTLINE 615-244-DOPE (3673)**  
**GANGHOTLINE 615-862-GANG (4264)**

**WWW.CRIMEMAPPING.COM**

## **Other Miscellaneous Numbers**

Mayor Megan Barry 615-862-6000  
Codes 615-862-6590  
Davidson Co. Sheriff 615-862-8170  
Metro Health Dept. 615-340-5616  
General Sessions Ct. 615-862-5195  
Traffic Court 615-862-5222  
Traffic Signs Down 615-862-8960  
Refuse Collection 615-880-1000  
Recycling Services 615-862-8631  
Tree Chipper Svc. 615-880-1000  
Illegal Dumping 615-340-5644  
Littering 615-862-8418  
Voter Information 615-862-8800  
Driver's License 615-741-3954  
Animal Control 615-862-7928  
Auto Registration 615-862-6050  
Public Works 615-862-8750  
Davidson County Cleanup 615-880-3897



June 12, 2017

## Top 5 Unknown 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.

## 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.”<sup>1</sup>

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.<sup>2</sup> Other expressions of implicit bias, such as public defenders’ prioritization of cases involving White defendants,<sup>3</sup> 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,<sup>4</sup> and that simply changing the context in which an interaction takes place can mediate the overall influence of bias.<sup>5</sup> 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](http://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](http://trustandjustice.org).





June 12, 2017

## Top 5 Unknown 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.



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 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 the Muslim 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 etiquette that can profoundly impact these populations' encounters with law enforcement. These same skills can also improve how law enforcement agencies are perceived by these communities.

Our research backed training modules range from basic, best practice presentations which only require one to three-hour time blocks, to highly detailed and specialized sessions 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)

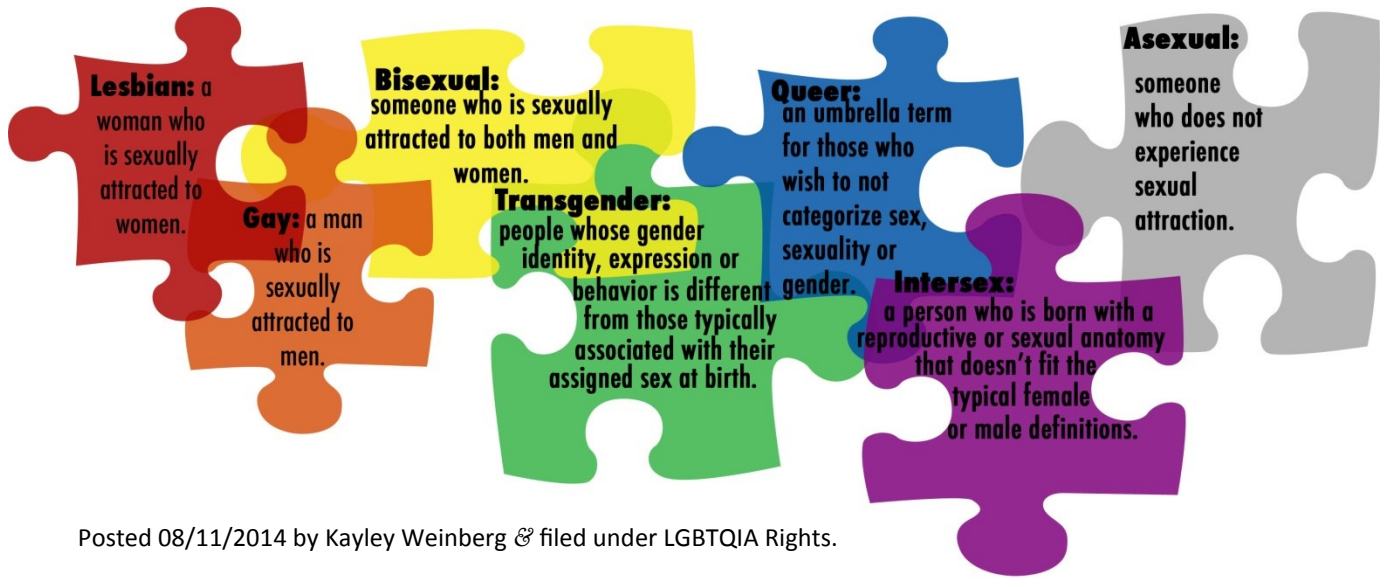
Contact us today for more information:

[info@amactn.com](mailto:info@amactn.com)



June 12, 2017

## 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.*

| Agency (Domestic Violence)   | Contact Information   |
|--|---|
| <b>Family Law and Domestic Violence Clinic at Vanderbilt Law School</b><br>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<br>615-322-4964  |
| <b>Domestic Violence Support Groups through YWCA Nashville &amp; Middle Tennessee</b><br>Support groups for male and female survivors of domestic violence in both English and Spanish.<br><br>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<br>615-269-9922<br><br>For times and locations, contact the 24-hour Crisis and Helpline: 1-800-334-4628<br>615-242-1199 (YWCA)   |
| <b>Kelly Miller Smith Center Against Abusive Behavior (KMSCAAB)</b><br>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<br>615-256-1904  |
| <b>Magdalene House/Thistle Farms</b><br>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<br>615-298-1140<br><a href="http://www.thistlefarms.org">www.thistlefarms.org</a>  |
| <b>Metro Nashville Police Department — Domestic Violence Division</b><br>Assists with completing and filing orders of protection. Also offers weekly support groups.   | 811 2nd Ave South, 37210<br>615- 880-3000 (8am-10pm)<br>615-862-8600 (after 10pm)<br>Night Court Administrator:<br>615-862-4628   |
| <b>OUR KIDS Center</b><br>Provides expert medical evaluations and crisis counseling services in response to concerns of child sexual abuse.  | 1804 Hayes Street, 37203<br>615-341-4911  |
| <b>Morning Star Sanctuary</b><br>Provides refuge for victims of domestic violence. Services include Emergency residence, transitional housing, children's programs, and court advocacy.  | 615-860-0188 (site)<br>615-860-0003 (24-Hour Crisis Line)<br><a href="http://www.morningstarsanctuary.org">www.morningstarsanctuary.org</a>   |
| <b>Sexual Assault Center</b><br>Provides healing for children, adults and families affected by sexual assault and sexual violence through counseling, education, and advocacy.   | 101 French Landing Drive, 37228<br>615-259-9055<br>1-800-879-1999 (Crisis & Support Line)   |
| <b>Tennessee Coalition Against Domestic and Sexual Violence</b><br>The Coalition provides legal advice and representation to victims of domestic or sexual violence throughout Tennessee.<br><br><i>Immigrant Legal Clinic</i><br>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<br>615-386-9406<br><a href="http://www.tcadsv.org">www.tcadsv.org</a><br><br><i>For Immigrant Legal Clinic:</i><br>615-386-9406 (Tues/Thurs 8:30-12:30 PM). |

|   |   |
|---|---|
| <b>Tennessee Domestic Violence Hotline</b>  | <b>1-800-356-6767</b>   |
| <b>The Jean Crowe Advocacy Center</b><br>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,<br>Suite 114, 37201<br><br>615-880-2255 or 615-862-4767                    |
| <b>The Mary Parrish Center for Victims of Domestic Violence and Sexual Assault</b><br>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<br>615-256-5959<br><a href="http://www.maryparrish.org">www.maryparrish.org</a> |

| Agency (Family Crisis Issues)  | Contact Information   |
|--|---|
| <b>18th Avenue Family Enrichment Center</b><br>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<br>615- 320-1131<br><a href="http://www.18thavenuecenter.org">www.18thavenuecenter.org</a>  |
| <b>Catholic Charities</b><br>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<br>615-259-3567<br><a href="http://www.cctenn.org">www.cctenn.org</a>  |
| <b>Child Support Services of Tennessee</b><br>Child Support establishment and enforcement.   | 44 Vantage Way, Suite 300, 37228<br>615-726-0530<br><a href="http://www.tn.gov">www.tn.gov</a>  |
| <b>Conexión Américas</b><br>Focuses on advocating for, and supporting the social, economic, and civic integration of Latino families.  | 2195 Nolensville Pike, 37211<br>615-320-5152<br><a href="http://conexionamericas.org">http://conexionamericas.org</a>   |
| <b>Family Affairs Ministry</b><br>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<br>615-228-0125<br><a href="http://www.familyaffairministries.com">www.familyaffairministries.com</a>                                 |
| <b>Madison Church of Christ – Benevolence Center</b><br>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<br>615-868-3360<br><a href="http://www.madisonchurchtn.org/benevolence">www.madisonchurchtn.org/benevolence</a>                    |
| <b>Martha O'Bryan Center</b><br>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<br>615-254-1791<br><a href="http://www.marthaobryan.org">www.marthaobryan.org</a>   |
| <b>Mayor's Office of Children and Youth</b><br>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<br>615-862-8000<br><a href="http://www.nashville.gov/Mayors-Office">www.nashville.gov/Mayors-Office</a>                                    |
| <b>Metropolitan Action Commission</b><br>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<br>615-862-8860<br><a href="http://www.nashville.gov/Metro-Action-Commission.aspx">www.nashville.gov/Metro-Action-Commission.aspx</a> |

|  |   |
|--|---|
| <b>Nashville Financial Empowerment Center</b><br>Provides free, professional, and confidential counseling regarding reducing debt, building assets, budgeting, establishing credit, opening maintaining bank accounts, and saving.   | Counseling locations:<br>298 Foster Street, 37207<br>2195 Nolensville Pike, 37211<br><br>615-748-3620 (to schedule an appt.)<br>fec.nashville.gov |
| <b>Room In The Inn</b><br>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<br>615-251-7019<br>www.roomintheinn.org  |
| <b>Saint Luke's Community House</b><br>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<br>615-350-7893<br>www.stlukescommunityhouse.org  |
| <b>Open Table</b><br>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<br>www.opentablenashville.org  |
| <b>Salvation Army (Hispanic and Laotian)</b><br>Assistance to Hispanic and Laotian families.   | 525 Paragon Mills,<br>615- 837-2444<br>http://www.Salarny-nashville.org   |
| <b>Tennessee Opportunity Programs (TOPS)</b><br>Provide emergency assistance with gas and food for migrant and seasonal farmworkers to reach work destination  | 437 Nissan Drive, Suite 502, 37167<br>(615) 459-3600<br>www.tnoppportunityprograms.org  |
| <b>Woodbine Community Organization</b><br>Provide services for housing solutions, financial counseling, and community revitalization.  | 222 Oriel Avenue, TN 37210<br>(615) 833-9580<br>http://www.woodbinecommunity.org  |
| <b>World Relief Nashville</b><br>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<br>Nashville, TN 37217<br>(615) 833-7735<br>http://worldreliefnashville.org                                       |



| Agency (Housing)  | Contact Information   |
|---|---|
| <b>Habitat for Humanity of Greater Nashville</b><br>Provides people with life-changing opportunity to purchase and own quality, affordable homes.   | 2950 Kraft Drive, Suite 100, 37204<br>(615) 254-4663<br><a href="http://www.habitatnashville.org">http://www.habitatnashville.org</a>                                 |
| <b>Metropolitan Development and Housing Agency (MDHA)</b><br>Creates affordable housing opportunities for Davidson County residents.  | 701 South 6th Street, 37206<br>(615) 252-8400<br><a href="http://www.nashville-mdha.org">http://www.nashville-mdha.org</a>  |
| <b>Middle Tennessee Supported Living (Disabled Adults only)</b><br>Provides a wide array of services, which include Supported Living, Community Based Day, Nursing and Supported Employment for disabled adults.  | 1161 Murfreesboro Road, 37217<br>(615) 367-0592<br><a href="http://www.midtn.org">http://www.midtn.org</a>  |
| <b>Nashville Launch Pad Volunteers</b><br>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<br>Twitter: @Nashlaunchpad   |
| <b>Needlink</b><br>Offers emergency financial assistance for past-due utility bills or income-based rent (Section 8, MDHA, Urban Housing, <i>etc.</i> )   | 1600 56 <sup>th</sup> Avenue North, 37209<br>615-269-6835<br><a href="http://www.needlink.org">www.needlink.org</a>   |
| <b>Open Table</b><br>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<br><a href="http://www.opentablenashville.org">www.opentablenashville.org</a>  |
| <b>Park Center</b><br>Offers recovery Services, including: Co-occurring disorder program, Psychiatric rehabilitation for adults; Residential services, Emerging adults, and Homeless outreach.  | Has multiple locations.<br>Information and Referral Specialist<br>615-724-6278<br><a href="http://www.parkcenternashville.org">http://www.parkcenternashville.org</a> |
| <b>Rooftop</b><br>Provides emergency rental/mortgage/ to individuals and families in Davidson County to prevent homelessness.   | 3511 Gallatin Rd, Suite 202, 37216<br>615-815-9012<br><a href="http://rooftopnashville.org/get-help">http://rooftopnashville.org/get-help</a>                         |
| <b>Room In The Inn</b><br>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<br>615-251-7019<br><a href="http://www.roomintheinn.org">http://www.roomintheinn.org</a>   |
| <b>Urban Housing Solutions</b><br>Provide affordable Housing choices for persons with limited means.  | 822 Woodland Street, 37206<br>615-726-2696<br><a href="http://urbanhousingolutions.org">http://urbanhousingolutions.org</a>   |
| <b>Metropolitan Action Commission</b><br>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<br>(615) 862-8860<br><a href="http://www.nashville.gov/Metro-Action-Commission.aspx">www.nashville.gov/Metro-Action-Commission.aspx</a>   |

|  |  |
|--|--|
| <b>Nashville Rescue Mission (Men's Campus)</b><br>Emergency shelter, food, clothing, hot showers, personal hygiene, day room, counseling, spiritual encouragement.   | Men's Campus:<br>639 Lafayette Street, 37203<br>615-255-2475<br><br>Women's Campus:<br>1716 Rosa L. Parks Blvd., 37208<br>615-312-1574<br><br><a href="http://www.nashvillerescuemission.org">www.nashvillerescuemission.org</a> |
| <b>Room In The Inn</b><br>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.   | 705 Drexel Street, 37203<br>615-251-7019<br><a href="http://www.roomintheinn.org">www.roomintheinn.org</a>   |
| <b>Safe Haven Family Shelter</b><br>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.  | 1234 3 <sup>rd</sup> Avenue South, 37210<br>615-256-8195<br><a href="http://www.safehaven.org">www.safehaven.org</a>   |
| <b>Woodbine Community Organization</b><br>Provide services for housing solutions, financial counseling, and community revitalization.  | 222 Oriel Avenue, TN 37210<br>615-833-9580<br><a href="http://www.woodbinecommunity.org">http://www.woodbinecommunity.org</a>  |
| <b>World Relief Nashville</b><br>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<br>Nashville, TN 37217<br>615-833-7735<br><a href="http://worldreliefnashville.org">http://worldreliefnashville.org</a>  |



| Agency (Employment)   | Contact Information  |
|---|--|
| <b>Be A Helping Hand</b><br>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<br>615-227-6000<br><a href="http://www.bahelpinghand.org">www.bahelpinghand.org</a>                    |
| <b>Christian Women Job Corps</b><br>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<br>615-244-3669<br><a href="http://www.cwjcmiddletn.org">www.cwjcmiddletn.org</a>                             |
| <b>Goodwill Industries of Middle Tennessee, Inc.</b><br>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<br>800-545-9231<br><a href="http://www.goodwillcareersolutions.org">www.goodwillcareersolutions.org</a>    |
| <b>Nashville Career Advancement Center</b><br>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,<br>37228<br>615-862-8890<br><a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>                    |
| <b>Project Return</b><br>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 <sup>th</sup> Avenue South, 37210<br>615-327-9654<br><a href="http://www.projectreturninc.org">www.projectreturninc.org</a>    |
| <b>The Contributor</b><br>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 <sup>th</sup> Avenue North, 37219<br>615-829-6829<br><a href="http://www.thecontributor.org">www.thecontributor.org</a>        |
| <b>Tennessee Career Center</b><br>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<br>615-253-8920<br><a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a>                                  |
| <b>The Urban League of Middle Tennessee</b><br>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,<br>37228<br>615-254-0525<br><a href="http://ul-mdtn.iamempowered.com">http://ul-mdtn.iamempowered.com</a> |

| Agency (Intensive Transitional Programming)  | Contact Information   |
|--|---|
| <b>Center of Hope: Salvation Army (for Families and Single Women)</b><br>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<br>615-242-0411<br><a href="http://www.salarmy-nashville.org">www.salarmy-nashville.org</a>       |
| <b>Dismas House (for Men)</b><br>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 <sup>th</sup> Avenue South, 37212<br>615-297-9287<br><a href="http://www.dismas.org">www.dismas.org</a>             |
| <b>Matthew 25 (for Men)</b><br>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<br>615-383-9577<br><a href="http://www.matthew25helps.com">www.matthew25helps.com</a>              |
| <b>Men of Valor (for Men)</b><br>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<br>615-399-9111<br><a href="http://www.men-of-valor.org">www.men-of-valor.org</a>      |
| <b>Mending Hearts (for Women)</b><br>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<br><a href="http://www.mendingheartsinc.org">www.mendingheartsinc.org</a>                                      |
| <b>Operation Stand Down</b><br>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 <sup>th</sup> Avenue South, 37203<br>615-248-1981<br><a href="http://www.osdnashville.org">www.osdnashville.org</a> |
| <b>Phases (for Women)</b><br>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<br><a href="http://www.phasesinc.com">www.phasesinc.com</a>  |
| <b>Recovery Community</b><br>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<br><a href="http://www.recoverycommunity.org">www.recoverycommunity.org</a>                                    |
| <b>Renewal House (for Mothers)</b><br>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<br><a href="http://www.renewalhouse.org">www.renewalhouse.org</a>  |
| <b>The Next Door (for Women)</b><br>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 <sup>nd</sup> Avenue North, 37203<br>615-251-8805<br><a href="http://www.thenextdoor.org">www.thenextdoor.org</a>    |

|  |  |
|--|--|
| <b>Transitions Housing</b><br>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<br><a href="http://www.transitionhousing.com">www.transitionhousing.com</a> |
| <b>Welcome Home Ministries (for Men)</b><br>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<br><a href="http://www.welcomehomeminorg">www.welcomehomeminorg</a>         |
| <b>Women of Worth Recovery Home</b><br>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<br><a href="http://www.wowtransition.org">www.wowtransition.org</a>         |
| <b>YANA Recovery House (for Women)</b><br>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<br><a href="http://www.yanahouse.com">www.yanahouse.com</a>                 |

| Agency (Advocacy)   | Contact Information   |
|---|---|
| <b>Bridges</b><br>Serves the deaf, hard of hearing and hearing communities  | <a href="http://bridgesfordeafandhh.org/">http://bridgesfordeafandhh.org/</a><br>935 Edgehill Ave., 37203<br>Voice/TTY 615-248-8828<br>Video Phone Local 615-290-5147   |
| <b>Disability Law &amp; Advocacy Center of Tennessee</b><br>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,<br>37212<br>800-342-1660<br><a href="http://www.dlacth.org">www.dlacth.org</a>  |
| <b>Family Resource Centers of Nashville</b><br>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<br>Call United Way Helpline: 2-1-1<br><a href="http://www.unitedwaynashville.org/community-impact/neighborhood-resource-centers">www.unitedwaynashville.org/community-impact/neighborhood-resource-centers</a> |
| <b>Fifty Forward</b><br>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<br>615-883-8375<br><a href="http://www.fiftyforward.org">www.fiftyforward.org</a>  |
| <b>Legal Aid Society of Middle Tennessee and the Cumberland</b><br>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<br>615-244-6610<br><a href="http://www.las.org">www.las.org</a>   |
| <b>Metro Human Relations Commission</b><br>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,<br>Suite 130, 37219<br>615-880-3370<br><a href="http://www.nashville.gov/Human-Relations-Commission">www.nashville.gov/Human-Relations-Commission</a>  |
| <b>Oasis Center</b><br>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,<br>37203<br>615-327-4455<br><a href="http://www.oasiscenter.org">www.oasiscenter.org</a>  |
| <b>Progreso Community Center</b><br>We organize and build the capacity of members of the Hispanic community for our wellbeing and the community at large.   | 5666 Nolensville Pike, Nashville,<br>37211<br>615-365-9002, 615-367-362<br><a href="http://www.progresocommunitycenter.org">www.progresocommunitycenter.org</a>   |
| <b>Tennessee Justice Center</b><br>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<br>615-255-0331<br><a href="http://www.tnjustice.org">www.tnjustice.org</a>   |
| <b>Tennessee Transgender Political Coalition (TTPC)</b><br>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<br>615-293-6199  |

| Agency (Immigration/Refugee Services)  | Contact Information   |
|--|---|
| <b>Catholic Charities Immigration Services</b><br>Provides counseling, assistance with completing immigration forms and additional immigration matters.  | 10 South 6 <sup>th</sup> Street, 37206<br>615-760-2778<br><a href="http://www.cctenn.org">www.cctenn.org</a>                          |
| <b>Catholic Charities Refugee Services</b><br>Provides services to refugees that include resettlement, social service referrals, employment services, and many additional refugee-related resources.   | 10 South 6 <sup>th</sup> Street, 37206<br>615-259-3567<br><a href="http://www.cctenn.org">www.cctenn.org</a>                          |
| <b>The Center for Refugees and Immigrants of Tennessee</b><br>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<br>615-366-6868<br><a href="http://www.centerforrefugees.org">www.centerforrefugees.org</a> |
| <b>Conexión Américas</b><br>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<br>615-414-1030<br><a href="http://www.conexionamericas.org">www.conexionamericas.org</a>                |
| <b>Nashville International Center for Empowerment</b><br>Offers English classes, job readiness and employment, GED preparation, health awareness, citizenship preparation and immigration adjustment.  | 417 Welshwood Dr., Suite 100, 37211<br>615-315-9681<br><a href="http://www.empowernashville.org">www.empowernashville.org</a>         |
| <b>Nations Ministry Center</b><br>Offers job help and other services to immigrants and refugees.   | 4710 Charlotte Avenue, 37209<br>615-828-9664<br><a href="http://www.nationsministrycenter.org">www.nationsministrycenter.org</a>      |
| <b>Tennessee Immigrant &amp; Refugee Rights Coalition (TIRRC)</b><br>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<br>615-833-0384<br><a href="http://www.tnimmigrant.org">www.tnimmigrant.org</a>                          |

| Agency (Medical and Dental Services)  | Contact Information  |
|---|--|
| <b>Faith Family Medical Center</b><br>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 <sup>st</sup> Avenue North, 37203<br>615-341-0808<br><a href="http://www.faithmedical.org">www.faithmedical.org</a>         |
| <b>Interfaith Dental Clinic of Greater Nashville</b><br>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<br>615-329-4790<br><a href="http://www.interfaithdentalclinic.com">www.interfaithdentalclinic.com</a> |
| <b>Metro Public Health Department</b><br>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<br>For Appointments Call:<br>615-340-5616  |
| <b>Matthew Walker Comprehensive Health Center</b><br>Provides medical, dental, pharmacy, health insurance enrollment and many other services related to health care and wellness.   | 1035 14 <sup>th</sup> Avenue North, 37208<br>615-327-9400<br><a href="http://www.mwchc.org">www.mwchc.org</a>                      |
| <b>Nashville General Hospital at Meharry</b><br>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<br>615-341-4000<br><a href="http://www.nashvillegeneral.org/">www.nashvillegeneral.org/</a> |
| <b>Neighborhood Health Services</b><br>Neighborhood Health provides comprehensive medical services including laboratory testing, pharmacy assistance, counseling, case management, dental care and mental health assessments.   | Locales Throughout Nashville.<br>For Appointments Call:<br>615-227-3000  |
| <b>Siloam Family Health Center</b><br>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<br>615-298-5406<br><a href="http://www.siloamhealth.org">www.siloamhealth.org</a>                             |

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



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



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

NOTE: This list is not exhaustive.



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

Email: [MHRC@nashville.gov](mailto:MHRC@nashville.gov)

Visit: [www.1city4allpeople.com](http://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%

---



June 12, 2017

---

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

---

**Mark Eatherly**

Director of Operations

**Mel Fowler-Green**

Executive Director

**Barbara Gunn Lartey**

Director of Community Engagement

**Sam Perez**

Director of Policy and Research

**Stay Connected**

Facebook.com/NashMHRC

Twitter.com/1City4AllPeople

**Phone:** 615.880.3370

**Fax:** 615.880.3373

**Website:** 1City4AllPeople.com

**Email:** mhrc@nashville.gov

**Address:** 404 James Robertson Parkway, Suite 130  
P.O. Box 196300 • Nashville, TN 37219