

REAL: NASHVILLE DIALOGUE ON RACE, EQUITY, AND LEADERSHIP



JULY 23, 2016

FLIPCHART ANALYSIS

On July 23, 2016, the Mayor's Office in collaboration with Lipscomb University's College of Leadership and Public Service, hosted the first Nashville Dialogue on Race, Equity, and Leadership at Pearl-Cohn High School. Representatives from over 100 community organizations¹ joined together to talk about their life experiences – and the experiences of those they represent – as it relates to race relations in our city, social equity, and the impact of the criminal justice system on their lives. That dialogue produced 82 flipchart pages, detailing participant responses to the six dialogue questions listed below:

Round 1:

- *What are the two most pressing issues of racial injustice affecting your membership/constituency? Are these urgent or systemic issues?*
- *What does your membership/constituency want the Mayor and other city leaders to understand about the impact of those issues on their lives? Can you provide a brief example?*
- *As their leader, what keeps you up at night; what is your biggest fear for the well-being of your members/constituents if these issues are not addressed?*

Round 2:

- *What terms or concepts need to be clearly defined in order to effectively address issues identified in Round One?*
- *What data do you and your members/constituents need to better understand and place into context issues of primary concern? What data do you need to assess progress and accountability? What are barriers to accessing that data?*
- *What change do you need to see in the next 30 days? Three months? Next year?*

Each table of community leaders was assigned a scribe who, with the permission of participants, documented their responses to the questions.² At the end of the dialogue, the flipcharts were

¹ A full list of the organizations in attendance is included as an appendix.

² Note: the lead facilitator instructed scribes to prioritize documentation during the second round of the dialogue. As such, not all scribes noted responses for each of the questions during the first round. Some sections in this analysis are more extensive than others.

collected and transcribed by the Mayor's Office.³ The transcriptions were then given to the Metro Human Relations Commission for analysis.

METHODOLOGY

The word documents for each page of the flipchart were merged into one large document and later re-sorted into six separate documents addressing each of the questions.⁴ To prepare it for analysis, the text was "cleaned" – abbreviations were expanded, punctuation removed, and spelling was corrected; substance was not changed. The clean data was entered into a free online word cloud generator (wordclouds.com), which produces an image displaying the words utilized within a given text. Words that appear more frequently appear larger, while words that are less common appear smaller. The result is a visual display of word usage, useful for identifying common themes and ideas.

The corresponding text for each of the questions was entered separately in to the word cloud generator, producing 8 distinct word clouds⁵. The most prominent words helped form themes, under which flipchart data was then sorted.

For example, the most prominent words in the world cloud for the first question – "What are the two most pressing issues of racial injustice affecting your membership/constituency? Are these urgent or systemic issues?" – were "police," "education," and "economic." The corresponding text was then sorted under these categories, while the remaining text informed additional themes. Similar ideas/comments were condensed to avoid redundancy. Those ideas that did not fit naturally into any of the identified theme were placed into an "Other" category to avoid losing that information.

The result is a word cloud for each question, along with relevant themes reflecting frequency of word use and informed by ideas/comments found in the flipchart transcriptions.

Disclaimer: While the vast majority of information was utilized in this analysis, a small share was omitted or lost in translation. Context was not always provided and some comments or singular words appear as "floaters," making it hard to identify their corresponding question or to sort them under a particular theme.

³ Pictures of the original flipchart pages can be viewed on the website for the Metro Human Relations Commission at <http://www.nashville.gov/Human-Relations-Commission/Projects-and-Events.aspx>.

⁴ This was done to the best of the analyst's ability – not all flipchart pages included the question number.

⁵ The final question was divided into three sections – "30 days," "Three months," and "Next year."

**“WHAT ARE THE TWO MOST PRESSING ISSUES OF RACIAL INJUSTICE
AFFECTING YOUR MEMBERSHIP/CONSTITUENCY?
ARE THESE URGENT OR SYSTEMIC ISSUES?”**



POLICE/CRIMINAL JUSTICE

- Crime and public safety
- Police recruitment: the force should better reflect the communities they serve and address the shortage of African American /black female police officers
- Continued progress on police compensation
- Need to hear the voices of formerly incarcerated citizens
- Ensuring police accountability
- Reducing mass incarceration
- Racial profiling and continuing racist cycles in policing
- Police budget
- An assessment of the police department structure
- Driver’s licenses
- Felony convictions
- Court costs and child support

EDUCATION

- The link between education, economic/career development, and a talented workforce
- Early education
- Soft skills

ECONOMIC

- Increase in poverty and economic inequality
- Affordable housing
- Re-entering workforce
- Lack of jobs

RACE

- The recognition and awareness of white privilege
- Images of brutality toward African American /black males
- Questions about the relevance of HBCUs
- Diversifying schools
- loss of life, especially for African American/black men
- The invisibility of African migrants
- Multiracial issues

COMMUNITY

- Community involvement
- Communities need to be more responsible for themselves and need to seek more information
- Youth without hope
- Family structure
- Tension instead of cohesion
- Ignorance & not understanding or knowing
- Assumptions & disenfranchisement
- Killings happening with no way to stop them
- Fear and no accountability

“WHAT DOES YOUR MEMBERSHIP/CONSTITUENCY WANT THE MAYOR AND OTHER CITY LEADERS TO UNDERSTAND ABOUT THE IMPACT OF THOSE ISSUES ON THEIR LIVES?”



POLICE

- Create a civilian review board
- Police should spend more time in communities with families, to understand the culture they are policing
- Concern around incarceration issues (e.g., jail for non-violent offenses)
- Recruitment for police jobs: hire for diversity and equip and train them
- Retest and retrain officers & leaders for bias
- Top-down review
- Reduce police hours
- Change the perception of police -- they contribute to the safety and betterment of communities

COMMUNITY

- Need to get to the root of and stop the bleeding
- Harness collective energies
- Create safe environments
- It's difficult to address hurt, pain, anger & repeated victimization

POVERTY

- Be aware of the impact of poverty
- Creating a few jobs is not enough
- Poverty is not equally distributed geographically

CHILDREN

- Children are traumatized and need to help surviving it
- Get the police out of schools and unmilitarized

OTHER

- Issues are deeply rooted and historic and there is much work to be done
- Be careful with words
- Need to speak truthfully and honestly
- Accountability and transparency are important
- Integrate the community perspective
- Diversify city government and offer more employment opportunities
- Oversight of re-entry programs
- Small business incubators for minority businesses
- hold MDHA accountable

OTHER

- Feeling of not being able to do as well for your family, especially as grandparents
- Rhetoric from presidential candidates having a negative impact on how some people are perceived
- The need to increase the number of working homeless
- The future becoming close-minded

JUSTICE/POLICING

implicit & systemic bias
embedded bias
policing
operation safer streets policy
previously incarcerated
felons
restorative justice
justice
racial profiling

over-policing
violence
mass incarceration
felony convictions
criminal records
school to prison pipeline
community policing
fair and impartial policing
de-escalation technique

social justice
recidivism
restorative justice
intimidating persons
civics
victim
injustice

HOUSING/COMMUNITY

red-lining
creative place-making
gentrification
community
Nashville
“We”

allies
affordable housing
work force housing
affordable housing
inclusive housing
living wage

microloans
sustainability
affordability
urban

RACE

racism
race
stereotyping
racial injustice
institutional racism
racial terror
racial equity lens
white privilege

racial
ethnicity
racialization
black lives matter
racist
recovering racist
white supremacy
negro

reparations
blackness
systemic racism
racial justice
white privilege
skin

EMOTION/HEALTH

communication
respect
understanding
safe place
fairness
informed empathy
understanding
fear
bullying

anger
hurt
blame
shame
healing
trust
mental health
bipolar
empowerment

trauma
wholeness mind body soul
truth and reconciliation
consciousness/conscience
immorality
engaged
hope

EDUCATION

lack of education
success for our schools
systemic education disparities

skill
trade
education

educational equity

OTHER

access
disparities
success
disenfranchisement
marginalized
social construct
disproportionate
socialization
propaganda
root cause

membership
protocol
procedure
implementation
workable methodology
one city
voting laws
celebration
“it city”
marginalization

theologically grounded
ideology
restoration
intentionality
systemic
accountability
transparency
clarity
context
multifaceted access

- Racial breakdowns through various career stages/paths (e.g., graduation from academy, promotions, officer discipline)
- Traffic stops by race
- Police transfers, complaints, and resolutions to those complaints
- Revenue from citations and breakdown by neighborhood
- Medical incidents in jail and response times
- Community work by MNPD
- Collateral consequences of incarceration
- Correlation between police attitudes and their pay scale
- Arrest and crime data
- Police allocations and staffing
- Frequency with which a gun is drawn
- Levels of force
- Driver's license suspensions
- Unsolved crimes by race
- Statistics about and financial impact of recidivism and re-entry
- Availability of youth programs in Juvenile Justice

SCHOOLS/EDUCATION/CAREER

- Career development opportunities for youth
- Community should better understanding how school budgets operate, how those decisions are made, and how to support underfunded schools
- Greater opportunities needed outside of school to build skill sets
- More transparency around crime data
- Data needed:
 - Failing Tennessee schools
 - Standard for testing
 - Statistics on race, gender, poverty, graduation rate, disciplinary practices (e.g., suspension and expulsion rates), and the impact of the school-to-prison pipeline
 - School funding
 - Career interest inventory for students
 - Ongoing tracking of MNPS graduates
 - Student access to the arts
 - MNPS student demographics
 - Figures on the promotions of professional people of color
 - Figures on entrepreneurs of color
 - The relationship between alternative/low performing schools and the prison system
 - The number of people who have immigrated to the U.S. who have had the opportunity to be educated
 - Workforce diversity data (both within and outside of Metro)

HOUSING

- Collaboration needed between Metro and developers to agree upon and set aside a percentage of affordable housing units
- NashvilleNext as a guide for looking at the demographic, economic, environmental, educational, and housing changes for the future of Nashville
- Data needed:
 - Figures on rent, community member turnover, and loans approved by race
 - The location of MDHA land in Nashville
 - Home purchase price and change in home values
 - An overall look at how individuals/families are housed

- How funding is appropriated (is it going to areas of need?)
- Energy efficiency (tax credits, solar panels, green jobs)
- Information about tax credits related to energy efficiency
- Where gentrification displacement is occurring and where households are moving

DATA ACCESS/TRANSPARENCY

- Whoever controls the data, controls the narrative
- Multiple data points should be looked at together –e.g., education, economics, crime.
- How do we quantify the human experience?
- Use of both quantitative and qualitative data to incorporate a storytelling component
- Alternative methods of gathering data – stories, feelings, stressors, images, body cameras, videos, cell phones
- Churches as a source of data
- The creation of a common platform that allows constituents to data share and report on the same data
- Disconnect between data and policy (what are the outcomes of policy decisions?)
- How does Nashville compare with its policies, procedures, and accountability compared to other cities?
- Data needs to be acted upon and used to create solutions
- Barriers to access
 - Technological access for low-income individuals
 - Lack of knowledge around who has data, what data is available, and how to request it
 - Concern that some entities are unwilling to share their data
 - Cost of obtaining accurate information
 - Fear of backlash for data requesting, reporting, and sharing
 - Speed with which data is provided to leaders and community members
 - Data doesn't exist or is incomplete
 - Intimidation based on digitization of data and lack of acumen
- Issues with transparency
 - Easy access to raw, disaggregated data in neutral formats is needed
 - Questions about whether the data available is accurate
 - Data is not available to the community

METRO

- State-level data should guide us in local decisions
- Metro workforce does not reflect Nashville
- Data needed:
 - The impact & role of council district regarding voting and funding in neighborhoods
 - Nashville demographics
 - How finances are directed locally
 - Employee breakdown within Metro government
 - Where tax dollars are going

COMMUNITY/OTHER COMMENTS

- Need to identify the community resources for youth
- More of a minority presence needed in leadership
- Where are non-profit dollars being allocated?
- Removal of barriers to voter registration
- Allow the possibility of self-identification as LGBT

NEXT YEAR



CONVERSATION

- Continue to have these dialogues
- Hold similar conversations addressing racial issues and privilege with more whites at the table
- Hold similar conversations in various parts of Nashville in efforts to be inclusive

ACTION

- Increase in funding to get women (and minority women, especially) in law enforcement
- In the short-term, commit to a policy plan; in the long-term, put this plan into action
- Identify 10 changes to improve race relations
- Promote practical and attainable goals

DATA

- Measure HBCU students
- Hiring budget allocations
- Analysis from mayor
- Data on impact of dialogues in Nashville
- Institutional data collected from community sources

COMMUNITY

- Acknowledge TSU student successes
- Highlight the voice of the black male
- Increased understanding of a different perspective
- Increased community awareness
- Decrease in black killings
- More youth programs

NASHVILLE DIALOGUE ON RACE, EQUITY, AND LEADERSHIP

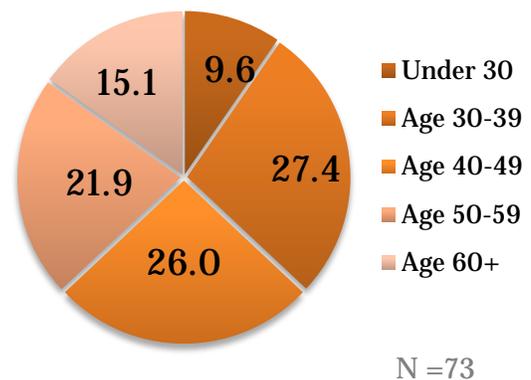
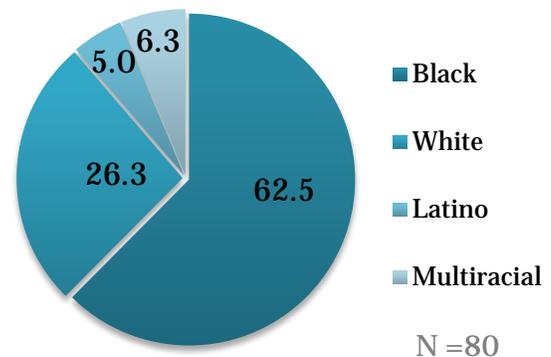
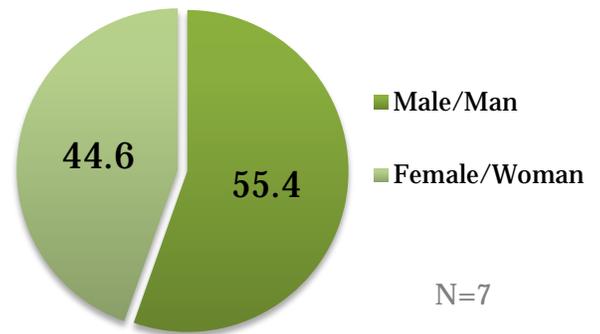
JULY 23, 2016



EVALUATION RESULTS

On July 23, 2016, the Mayor’s Office in collaboration with Lipscomb University’s College of Leadership and Public Service, hosted the Nashville Dialogue on Race, Equity, and Leadership at Pearl-Cohn High School. An estimated 150 community members, civic and faith leaders, and Metro employees were invited to participate in a conversation intended to address issues of racial and social injustice. More than 100 organizations were in attendance for the dialogue.¹ Evaluations were distributed at the end of the meeting and later analyzed by the Metro Human Relations Commission.

Eighty-seven total participants submitted evaluations. Approximately 55% of them identified as either male or man, while 45% identified as female or woman.² In terms of racial/ethnic identity, nearly 63% of respondents were black, 26% were white, 6% were Latino, and another 5% checked more than one race/ethnicity category. As it pertains to age, less than 10% of respondents were under the age of 30, 27% were between 30-39, 26% were between 40-49, nearly 22% were 50-59, and 15% were 60 and older. Average age for respondents who indicated their exact age (n=70) was 44.³



¹ A full list of the organizations in attendance is included as an appendix.

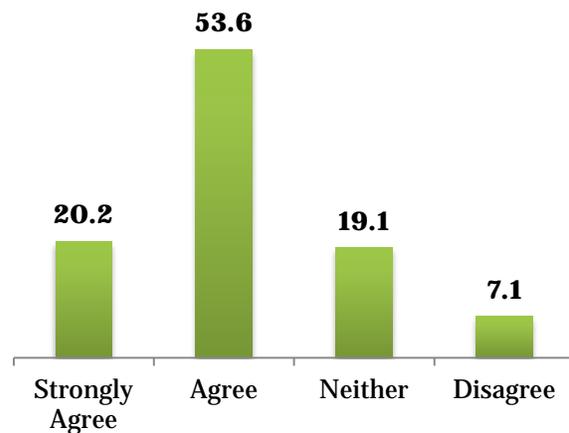
² Not all respondents answered every question. As such, the number of respondents who answered each question is listed under each figure.

³ Some respondents did not list exact age and instead provided a range (e.g. “50s”)

PRIOR TO DIALOGUE

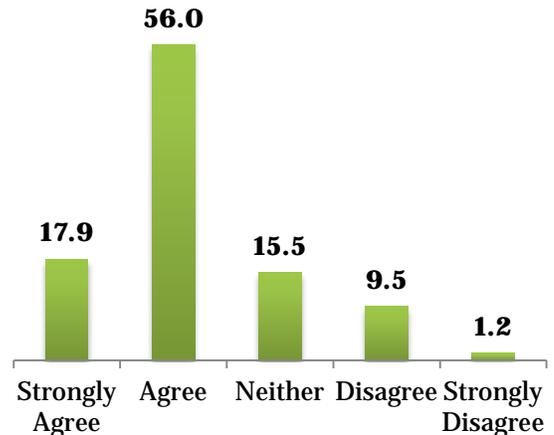
Respondents were first asked about the process leading up to the Saturday dialogue. They indicated their level of agreement with each statement on a 5-point scale from Strongly Agree to Strongly Disagree. The last question in this section asked respondents to rate their expectation for the dialogue on a five-point scale ranging from Very High to Very Low. Results are shown below.

Communication from the Mayor's Office prior to the dialogue was informative



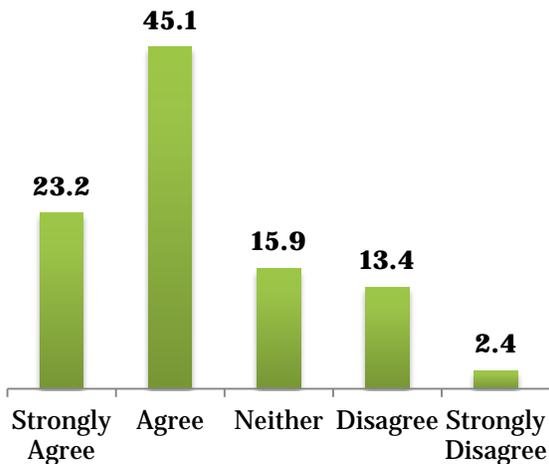
N=84

Materials sent prior to the dialogue were useful in preparing me for the conversation



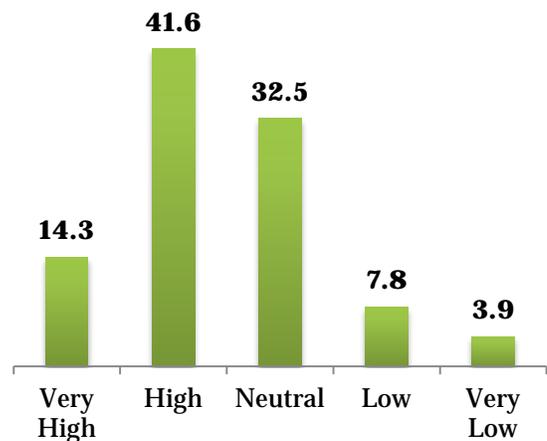
N=84

I came into the dialogue feeling prepared for the conversation



N=82

My expectation for this dialogue



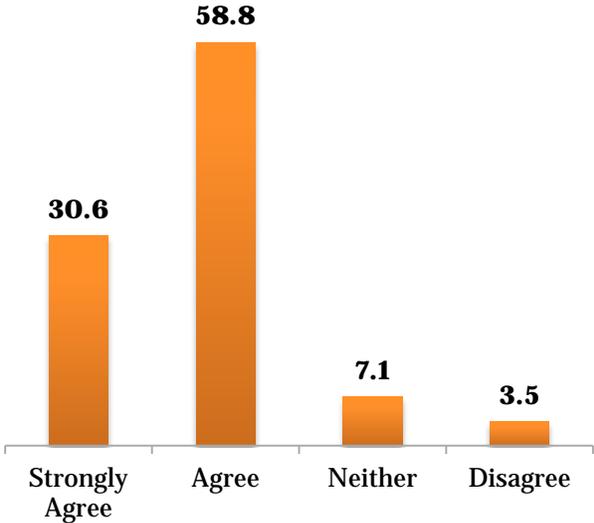
N=77

Summary of findings: The majority of respondents were largely in agreement (“strongly agree” or “agree”) that the communication from the Mayor’s Office and that the materials sent to them prior to the dialogue were helpful (nearly 74% each). The statement for which the largest share of respondents strongly agreed was “I came into the dialogue feeling prepared for the conversation” (23%). In terms of their expectations for the dialogue, the largest shares of respondents indicated that they had high (42%) or neutral (33%) expectations. Nearly 12% of respondents came in with low or very low expectations. The statement with which most respondents disagreed (“disagree” or “strongly disagree”) was “I came into the dialogue feeling prepared for the conversation.” Nearly 16% of respondents did not feel prepared coming in.

THE DIALOGUE

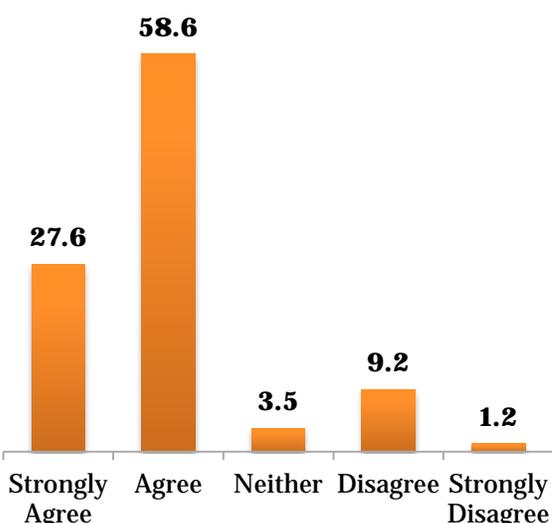
Respondents were next asked about different parts of the process and about their feelings toward the dialogue. Again, they were asked to indicate their level of agreement on a 5-point scale ranging from Strongly Agree to Strongly Disagree.

The expectations for the conversation were clearly stated



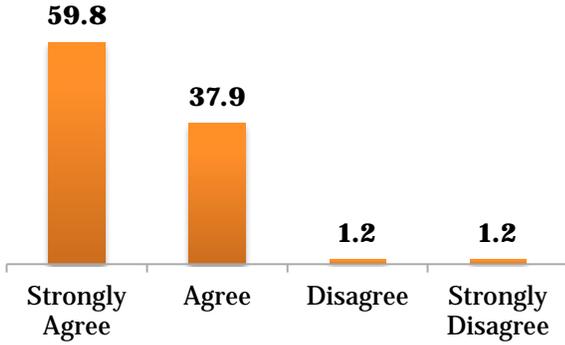
N=85

The time given to respond to each question was sufficient



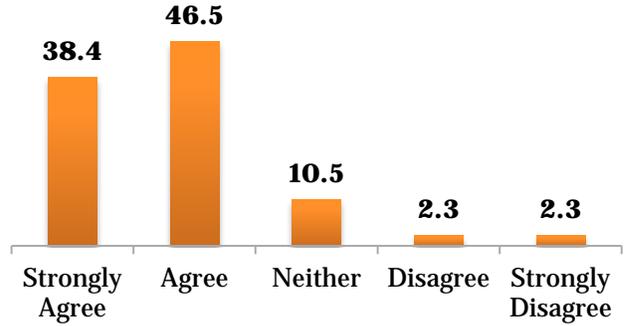
N=87

The facilitator at my table adhered to the communication agreements



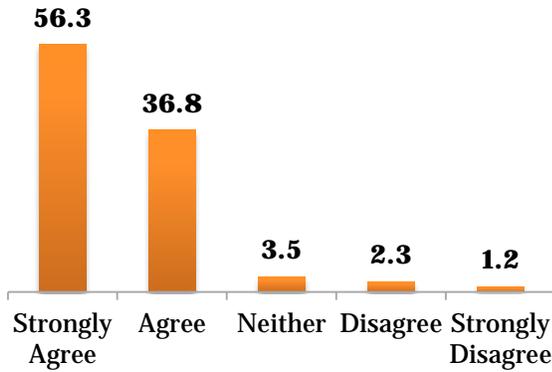
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The questions posed sparked deep conversation



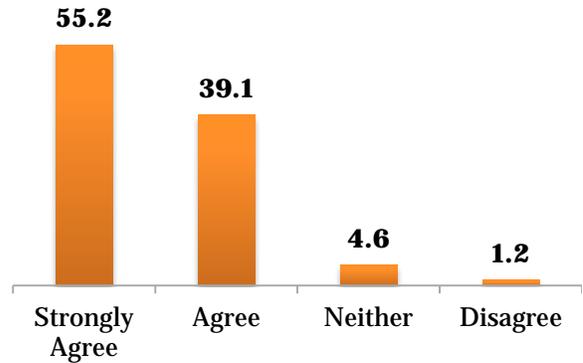
N=86

I felt comfortable speaking honestly



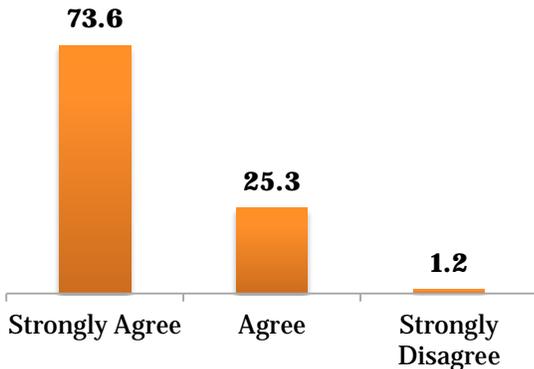
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The climate during the conversation was positive



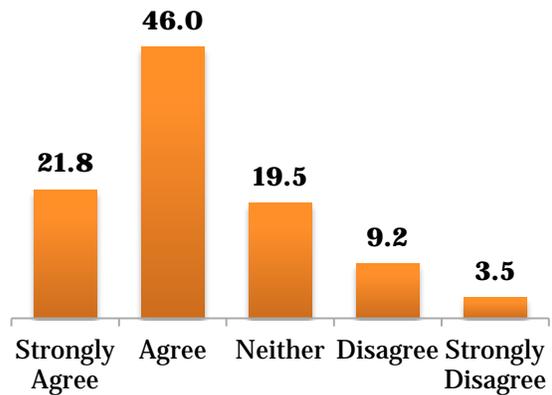
N=87

Participants at my table were respectful of each other



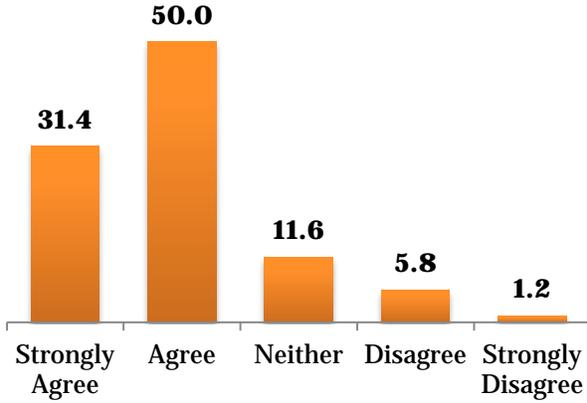
N=87

The dialogue gave me new insights into how to work toward racial and social justice



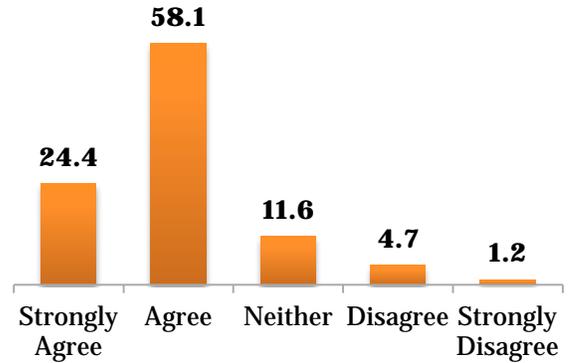
N=87

This is a good model for starting conversations around racial and social justice



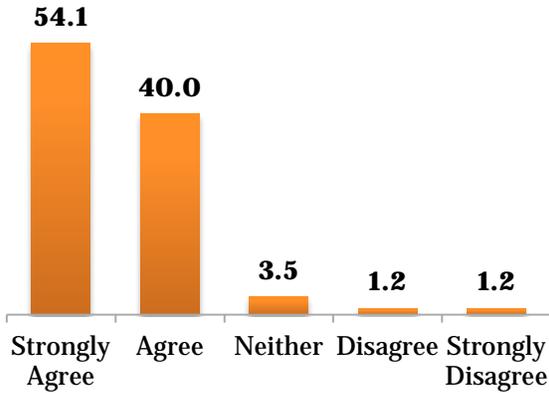
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This is a sustainable model for continuing conversations around racial and social justice



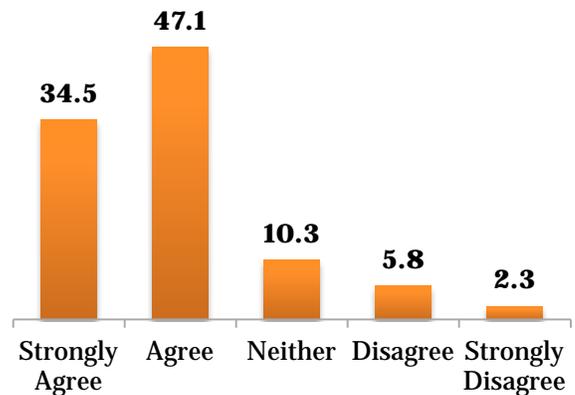
N=86

I would participate in a conversation like this again



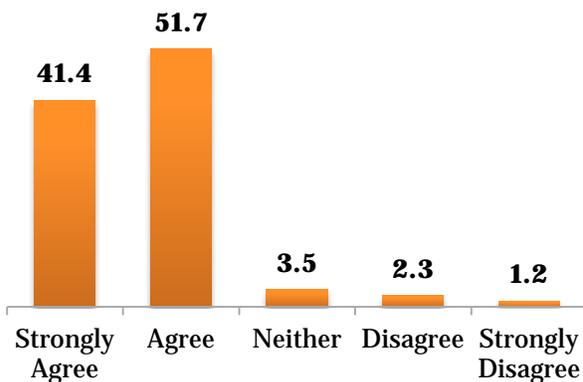
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I would facilitate a conversation using this model



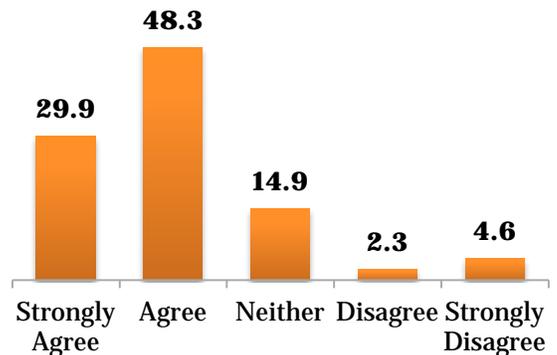
N=87

The dialogue was a valuable experience overall



N=87

This dialogue will play a role in affecting positive change in my community



N=87

Summary of Findings: Respondents consistently agreed (“Strongly Agree” and “Agree”) on each of the 14 statements about the process and dialogue. For all statements but one, 80% or more of respondents strongly agreed or agreed. The statements for which agreement was especially strong (the share of those who “strongly agree” was larger than the share that “agree”), included “The facilitator at my table adhered to the communication agreements,” “I felt comfortable speaking honestly,” “the climate during the conversation was positive,” and “I would participate in a conversation like this again.” The statement with the largest share of respondents who strongly agreed was “Participants at my table were respectful of each other” (73.6%).

The statement with the most varied distribution of agreement was “the dialogue gave me new insights into how to work toward racial and social justice.” While nearly 70% of respondents strongly agreed or agreed with this statement, another 20% neither agreed nor disagreed and nearly 13% disagreed or strongly disagreed.

For the most part, disagreement (“disagree” or “strongly disagree”) was minimal and stayed under 10% of respondents. The exceptions to this were the statements, “the expectations for the conversation were clearly stated” (10.6% disagreement), “the time given to respond to each question was sufficient” (10.4% disagreement), and “the dialogue gave me new insights into how to work toward racial and social justice” (12.7% disagreement). The only statements for which the share of respondents that strongly disagreed was larger than those who disagreed were “participants at my table were respectful of each other” (1.2% vs 0%) and “this dialogue will play a role in affecting positive change in my community” (4.6% vs 2.3%).

In sum, the responses suggest that the overall tone of the conversations were positive, with facilitators and participants together fostering a climate of honesty and safety. Respondents were more diverse in their agreement as to whether they gained new insight – echoing comments in the next section about “preaching to the choir” and group homogeneity.

THE MOST USEFUL PART OF THE DIALOGUE

HEARING MULTIPLE PERSPECTIVES

- “Hearing members from all parts of the community speak on ways to move our city to the next level.
- “Because we need to go into the future with positive plans.”
- “honest stories shared from participants”
- “Listening to others' opinion”
- “Open conversation about people's priorities and concerns”
- “Open discussion”
- “Each participant having opportunity to speak freely”
- “There were people at my table from organizations that I've never heard of. Their unique perspectives were so good to hear”
- “The diversity of both experiences and perspectives”
- “Hearing the opinions of ideas of participants”
- “Hearing people's thoughts on racial injustice”
- “Hearing comments from other participants”
- “The inclusion of the different communities. It felt better (fair) to have diverse groups talk about their struggles and issues.”
- “Just being able to hear different opinions”
- “Diversity of views, ideas and feelings”
- “The participants at our table came from several sectors of the community and brought different perspectives”
- “Hearing from so many different people was great because we seem to agree more than disagree”
- “Hearing the diversity of perspectives that people come to these issues from.”
- “Listening to others w/different views”
- “Hearing the thoughts of others”
- “The ability to convey the other perspective”
- “Just coming to the table with a diverse group of people”
- “Bringing a voice of underrepresented groups into the conversation”
- “Hearing from others with a lot of knowledge about Nashville's history. Having officers present and participating was great”
- “Views of others. Gaining experience of how we can work more closely together.”
- “Hearing stories, experiences, and ideas of others. Hopefully establishing long-term relationships w/some of these partners”
- “The wide range of perspectives represented at the table allowed the conversation to explore lots of different facets of the root problems of racial injustice. And our table host was fabulous.”
- “To hear the diversity of feelings, thought, opinion around race. Expanded perspective”
- “Having a table with people from diverse perspectives; Including the police at the table”
- “Hearing the experiences from the other participants”
- “Diversity of organizations - people at my table”
- “The different perspectives from each of the members of the group; Many comments were very similar”
- “The diversity of voices at the table. Amazing conversations!”
- “Being in a diverse environment and being able to get different perspectives. To be able to provide ‘real-life’ feedback.”
- “Hearing from others”
- “Hearing directly from a law enforcement official was beneficial”
- “Hearing other top concerns”
- “Open conversation with people I didn't know. Fantastic way to see issues through different lenses.”
- “The conversations. Having an open dialogue with community leaders, police, and organizations about real issues that need real solutions.”
- “Listening to police officers point of view. Understanding common fears. Finding data that is missing”
- “Listening to everyone speak their thoughts!”
- “Hearing what my table mates were experiencing and prioritizing”

THE PROCESS

- “the first round with prepared answers and identifying the issues for Nashville”
- “The feedback from each participant/attendee. Dialogue was phenomenal questions were great”
- “The Comm Agreements set the tone very well. Being open and honest always helps. The desire of my table mates to seek real solutions”
- “Question #2 (Part 1) gave opportunity to express platform issues of organizations”
- “The organization of the road map as we were experiencing the conversations assisted us to stay focused”
- “The facilitated discussion allowed it to be directed in a positive manner”
- “Having questions as a guideline. It kept us from going off on tangents”
- “Part I; it helped put each person's story into context”
- “Small groups. Intimate, chance to hear each other's stories, perspectives, experiences”
- “3rd part - definitions and dialogue”
- “Rules set beforehand, read aloud and adhered to.”
- “Hearing what is needed for Mayor/leaders to understand issues”
- “Officer recording info to take back as to when weapons are pulled. Data presently not being gathered”
- “The questions were helpful and guided the conversation in a productive way”
- “Focus of questions and inclusion of everyone in dialogue.”
- “The small diverse groups for discussion”

OTHER RESPONSES

- “acknowledging anger and fear”
- “I learned a lot about opportunities to get to know what other organizations are doing and what is happening in the communities of Nashville”
- “Like-minded people coming together to start the conversation about change”
- “Collaboration. Hearing James Smallwood answer honestly (from his heart) about what police officers feel, not always easy but he sat and listened and we needed to do the same”
- “The connection”
- “Hearing from everyone that is sick and tired of us just not being honest”
- “Getting some understanding of how the Mayor's office is planning to address issues of race”
- “Outlining of community issues and concerns. We got a sense of what endemic problems exist now”
- “Meeting new people from the Nashville community”
- “Admitting there are racial disparities. Why? Because we must pro-actively address these issues”
- “Having it...”
- “Knowledge. I really heard and learned a great deal of ideas.”

THE LEAST USEFUL PART OF THE DIALOGUE

THE PROCESS

- “data discussion since there is a lot of distrust of data and bias”
- “Division/physically due to space issues”
- “Not sure of why persons joined our group in the 2nd part. They didn't say where they were they were coming from- etc....”
- “I appreciated the facilitation and explanation from Ms. Hildreth but it felt disruptive of the conversations at some points”
- “Part 2 was too rushed and left me feeling unclear about the purpose of the meeting”
- “the timing at the end seemed rushed”
- “The terms to be defined”
- “some of the questions seemed repetitive”
- “Time constraints”
- “not being able to ask question to understand a person's point of view”
- “There was little time for continued interaction/discussion after a point was made”
- “The report-out at the end --seemed like it could have been more effectively framed”
- “The lack of direction in the definitions. People need to be given that information to use the same language”
- “Time!”
- “No communication about solutions”
- “Hearing from all 13 tables. Too much information”
- “Definition of Terms/Concepts”
- “The limitation of not allowing peer-to-peer questions”
- “Time restraints”
- “The powerpoint”

PARTICIPANT HOMOGENEITY

- “the lack of white men”
- “Our group was very homogenous. It would have been beneficial to hear the perspectives of others.”
- “Like to see conversation broaden to include other races in addition to Black.”
- “We have a room full of the choir”
- “This needs to be open to the community at large to hear real voices for change now.”
- “I would have liked to hear from the "common people" not necessarily community leaders.”
- “The people who were/are directly effected [sic] were not part of this conversation”
- “Lac k of youth presense [sic]. We talk at them, but not to them”

POLICE PRESENCE

“At times, the police officer at our table had to defend all police actions”

“A rep from one of the groups hosting the counter discussion elected to leave the discussion in protest of the police presence (and their weapons). Her dissent was important and was respected by the group, but it did starkly end the conversation briefly.”

“The departure of one of our participants due to presence of police officers”

“Having armed police officers standing around the edges of the room instead of being unarmed and part of the conversation”

“Heavy police presence hanging on the periphery of the space. Bad optics.”

“Not having unarmed officers at the table to hear their perspective and for them to hear our perspective”

OTHER

“When the black lives matter rep left. I was disappointing to not hear their opinion”

“People feeling necessary to leave”

“Many surface solutions were put forth. Treatments were recycled but few cures offered.”

“This feels a bit empty. I'm not sure how this will translate into policy.”

“No defined future steps. Potential and fear that this is a one and done.”

“Blaming others”

“All of it was good”

“Answers that did not respond to the question”

“The least is that it was held on a Saturday”

“Candy on the table. :)”

“Nothing -- all great”

ADDITIONAL COMMENTS

FUTURE ACTION

“I’m looking forward to the follow up meeting and the plans being put into action. I am also looking forward to seeing positive changes”

“This conversation/dialogue was meaningful but its impact will be judged by the level of the follow through and circumference of the inclusiveness of people-different people.”

“We need to look at race and data and create an action plan; Look forward to seeing action from Nashville...working towards wholeness”

“Excellent start to important conversations on race in our community. Look forward to what comes next!”

“This is a good beginning but we need to strive toward action. This could be a springboard for collaborations that could be powerful forces for change. How do we submit proposals for action?”

“Let’s not just talk, let’s take some action.”

“Thank you. Let’s get pro-actively busy with making an impact. It’s alright to keep meeting. It is crucial to make change”

“Want to take action”

“This was a really good start to communication but a sustainable action needs to occur moving forward; There needs to be more communication with our youth and at risk youth; More conversation needs to occur surrounding economic opportunity for people of color”

BRINGING IN OTHERS

“Enjoyed the hard conversations of race and justice in Nashville. We need to bring not just persons that are educated, but those who are impacted within the community. Include other voices at the table is mandatory for change.”

“Our group needed more diversity. There were a lot of black males at the table, different voices may have pushed the conversation a bit further.”

“more ethnic diversity needed. The police needs to develop a minority board that actively bring thoughts to MNPd.”

“I would like to see an event like this with members in the community that are directly effected [sic] Preliminary information should be available as a file(s) on the invitation site or some other site. For (1) transparency (2) for accessibility of everyone, even late registrants; Need to hear more from affected, marginalized groups, hear their stories; Invite youth, teachers; Invite white clergy, white politicians”

“Need to do this across the city and with our kids”

“We have to have many conversations like this with more of the people impacted by policing concerns”

“We really need to continue discussions in the circle model. It would be helpful to have those conversations amongst city leaders”

“I would like to see more youth and millennials involved in the conversation”

THANK YOU/PRAISE

"Enjoyed the session. We must all work together. Thanks Mayor"

"I so appreciate the mayor's office for putting this together. I encourage you to continue to make this a priority"

"I appreciate this conversation. I would love to have everyone's contact info"

"Great event, enjoyed hearing from different voices. Would like to see more time for open discussion (questions and comments)"

"One exception [participants at my table were respectful of each other]: a white man joined our group in the latter part, and seemed to appoint himself as the answerer of everyone's questions! Table facilitator managed it very well, so thank you."

"Thank you for initiating this conversation, this is important work"

"Well organized. Thoughtful and thought provoking. I'm sure I will take these thoughts to look at programming done at our agency."

"This was a good experience -- noteworthy. Like any experience it is only as good as the intentional steps taken after. Really good experience. Government has to be organized, intentional, and courageous to respond to what was heard today. Thank you!! Linda was a terrific facilitator!!"

"Allow participants more time to prepare. Thank you for making this happen."

CONCERNS

"We had an angry woman in our group that was fearful. She eventually left and that eased our group"

"This was a step in the direction of much-needed conversation in Nashville. But something about it missed the mark. I felt like I was leaving more burdened than hopeful by the issues that we are discussing"

"Jury still out on effect. Audio system must be improved!!"

"A better AV system; Visual display (PPT) that everyone can see; Podium in a position where everyone can see the speaker; Notes for Dialogue a few days in advance, not one day"

"Make sure to end on time"

CONCERNS/CRITIQUES

"Possible employing an "ouch" where if something is said to offend someone else, say "ouch" and address why it offended that individual."

"Please allow MNPD to be more active in the conversation. There was an "intimidation" factor felt amongst some."

"Please allow follow-up on the information gathered today"

"More conversation about implicit bias"

"The development of a community board that reviews processes of police and justice department from the top down is much needed"

"I hope we can look further into intersectionalities of class, culture, religion, and LGBT identities and how these also relate"

"Equity-business ownership-build businesses for the disenfranchised population, thereby eliminating some of disparities in the social, economic and educational system."

APPENDIX - LIST OF ORGANIZATIONS IN ATTENDANCE (JULY 23, 2016)

100 Black Men of Middle TN	Most Worshipful Prince Hall Grand Lodge of TN
4:13 Strong	Mt. Gilead MB Church
All The Kings Men	Mt. Zion Baptist Church
Alpha Phi Alpha Fraternity, Inc.	Nashville Campaign to End the New Jim Crow
American Baptist College	Nashville Continues the Conversation on Race
American Civil Liberties Union of Tennessee (ACLU-TN)	Nashville International Center for Empowerment
American Muslim Advisory Council	Nashville LGBT Chamber
Belmont Univeristy	Nashville Peacemakers
Bethel World Outreach Church	Nashville Unites
Better Half	Nashville Women of Color in Communications
Black Chamber of Commerce	Nashville's Agenda
Black Police Officers Association	Nation of Islam/Muhammad Mosque #60
BlackLivesMatter	National Association of Black Journalists
BornRichClub Films	Neighborhood Resource Center
Buster-Bubbles Emt	New Covenant Christian Church (DOC)
Cayce Place Homes	NMD Masonic District P.H.A.
Children's Defense Fund	No Exceptions Prison Collective
CLC Nashville/Middle TN	NOAH (Nashville Organized for Action and Hope)
Conexión Américas	North Nashville Leadership Council
Creative Communications	NOW!
Dancing Through the Curriculum	Oasis Center
Davidson County Clerk's Office	Oasis Center/ Building Bridges
Davidson County Sheriff's Office	Oasis Center/ REAL Program
Dirty Dozen	Olive Branch Church
District Attorney	Onyx
FiftyForward	Pearl-Cohn High School
First Unitarian Church	Project Return
Fisk University	Public Defender's Office
Fraternal Order of Police / Andrew Jackson Lodge 5	Showing Up for Racial Justice
General Sessions Court	Sigma Gamma Rho Sorority Inc. – Upsilon Sigma Chapter
Gideon's Army: Grassroots Army for Children	St. George's Episcopal Church
Global Education Center	Strong Tower Bible Church
Greater Bethel AMEC	Synergy Action Group
Hadley Park Towers	Teen Intern and Mentoring Experience
Hella Temple 105	Tennessee Alliance for Progress
I.W. Gernert Studio Apartment	Tennessee Immigrant and Refugee Rights Coalition
ICN	Tennessee Justice for Our Neighbors
IMF Nashville	Tennessee State University
Individuals Providing a Positive Presence	Tennessee State University/International Affairs
Islamic Center of Tennessee	Tennessee Transgender Political Coalition
J. Henry Hale Apartments	The BBS Brand, LLC
JUMP	The F.I.N.D. Design
Juvenile Court	The Mental Health Initiative, Inc.
Lipscomb University, Office of Intercultural Development	TN Latin American Chamber
Madison Towers	TN Office of Minority Health & Disparities Elimination
Martha O'Bryan Center	Unity of Music City
Mayor Megan Barry Office	Urban Housing Solutions
Mayor's Youth Council	Urban League
Metro Council	Vanderbilt University
McFerrin Park Neighborhood Association	A VOICE for the Reduction of Poverty
Metro Nashville Police Department	Watson Grove Baptist Church
Metro Nashville Public Schools	Workers' Dignity / Dignidad Obrera
Metro Human Relations Commission	You Have the Power
Metro Nashville Workforce Development	Young Professionals Nashville
	YWCA Nashville & Middle Tennessee