

# Metro Human Relations Commission MNPD Training Academy



## Mobile Diversity Seminar Fall 2016



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

American Baptist College

American Muslim Advisory Council--TN

Brothers United Network, Inc.

Casa Azafrán

Coleman Community Center

Criminal Clerk's Office

Domestic Violence Division (MNPd)

Fisk University

General Sessions Court

Islamic Center of Nashville

Justice For Our Neighbors (JFON)

Juvenile Court

Lipscomb University

Metro Nashville Police Department

Metro Nashville Public Schools

Middle Tennessee Transgender Support Group

Nashville Latino Health Coalition

Nashville Public Library

New Covenant Christian Church

Oasis Center

Office of Restorative Practices (MNPS)

Operation Stand Down-TN

OutCentral

Tennessee Foreign Language Institute (TFLI)

Tennessee Immigrant and Refugee Rights Coalition (TIRRC)

The Mayor's Office

The Next Door

Valor Collegiate Academics

Vision Inspire

YWCA



# MNPD Mobile Diversity Seminar

## Fall 2016



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

Time	Topic	Location
6:30a-7:10a	<b>Coffee and Welcome</b> Executive Director Mel Fowler-Green Mayor Megan Barry Chief Steve Anderson	Islamic Center of Nashville
7:10-7:15	Break	Islamic Center of Nashville
7:15-8:15	<b>Muslim Community</b>	Islamic Center of Nashville
8:25-8:40	Travel to Coleman Community Center	
8:50-9:50	<b>Latino and New American Communities</b>	Coleman Community Center
9:50-9:55	Break	Coleman Community Center
9:55-11:05	<b>Blues Views: The Command Conversation</b>	Coleman Community Center
11:15-11:25	<b>Travel to Casa Azafrán</b>	
11:25-12:40p	<b>ESL To Go Bus Tour and Guided Lunch Conversations</b>	Casa Azafrán
12:50-1:05	<b>Travel to Oasis Center</b>	
1:15-2:15	<b>LGBTQ Community</b>	Oasis Center
2:25-2:35	<b>Travel to Fisk</b>	
2:45-4:15	<b>African American Community</b>	Fisk University
4:20-4:30	<b>Return to Police Academy</b>	





## MNPD Mobile Diversity Seminar Fall 2016



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**





# MNPD Mobile Diversity Seminar Fall 2016



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## But:

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

**Did You Know ... ?**

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

Ready, set, **go** ...! <sup>⊕</sup>

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<sup>⊕</sup>Answers will be somewhere in the back of this Guide. **Enjoy!**

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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.

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\_\_\_ Amharic

\_\_\_ Arabic

\_\_\_ Burmese

\_\_\_ English

\_\_\_ Karen

\_\_\_ Kurdish

\_\_\_ Nepali

\_\_\_ Somali

\_\_\_ Spanish

\_\_\_ Vietnamese

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**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

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

Buddhism

Christianity

Hinduism

Taoism

Islam

Confucianism

Judaism

Animism

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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\_\_\_

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Circle the names of the Americans who were once refugees:

Madeleine Albright

Gloria Estefan

Albert Einstein

Henry Kissinger

Andy Garcia

Iman

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

\_\_\_%

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## 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

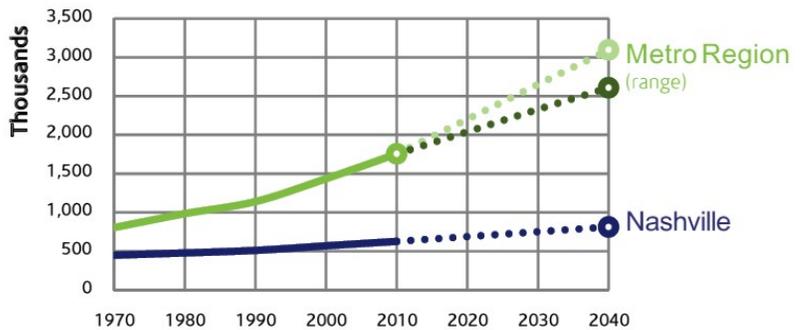
Visit the National Initiative online at [trustandjustice.org](http://trustandjustice.org).

# DEMOGRAPHICS

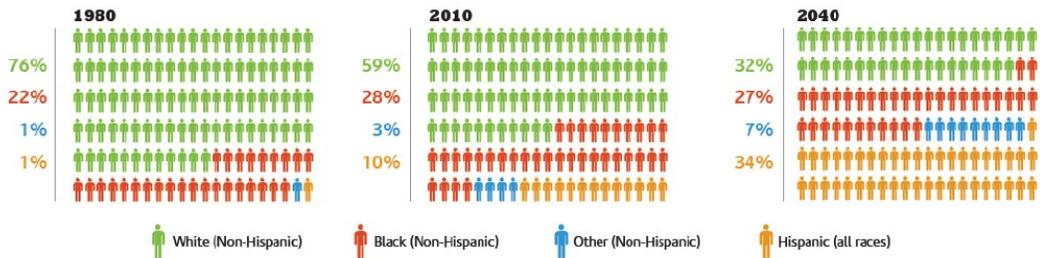


**1 million**  
more people living in the Metro Region by 2040

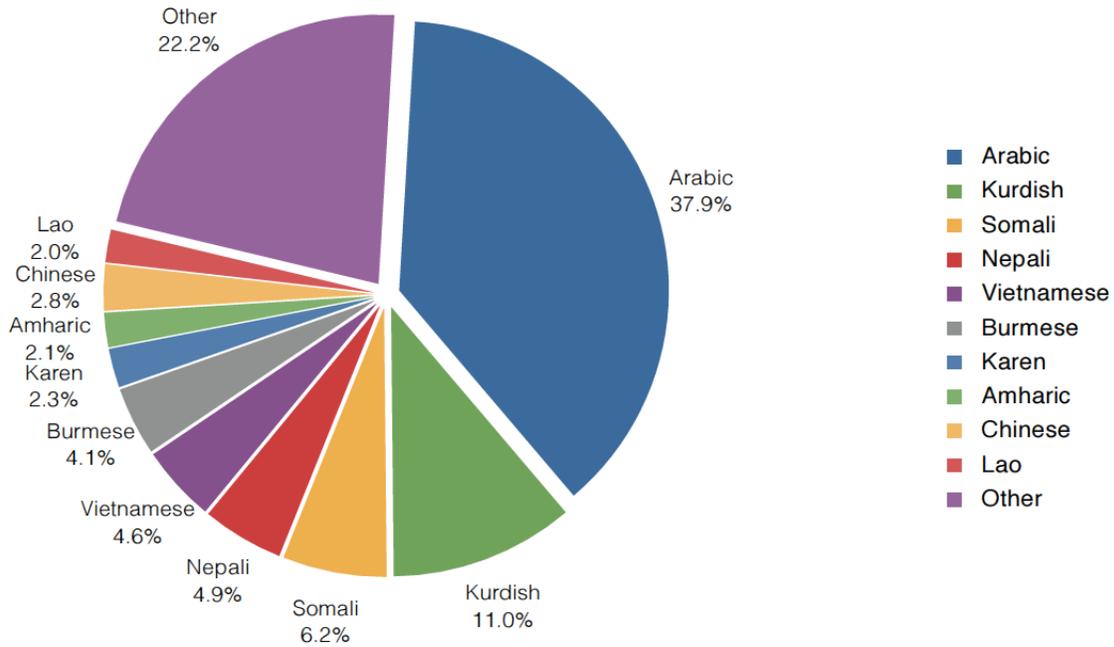
Population of Nashville and the Metro Region



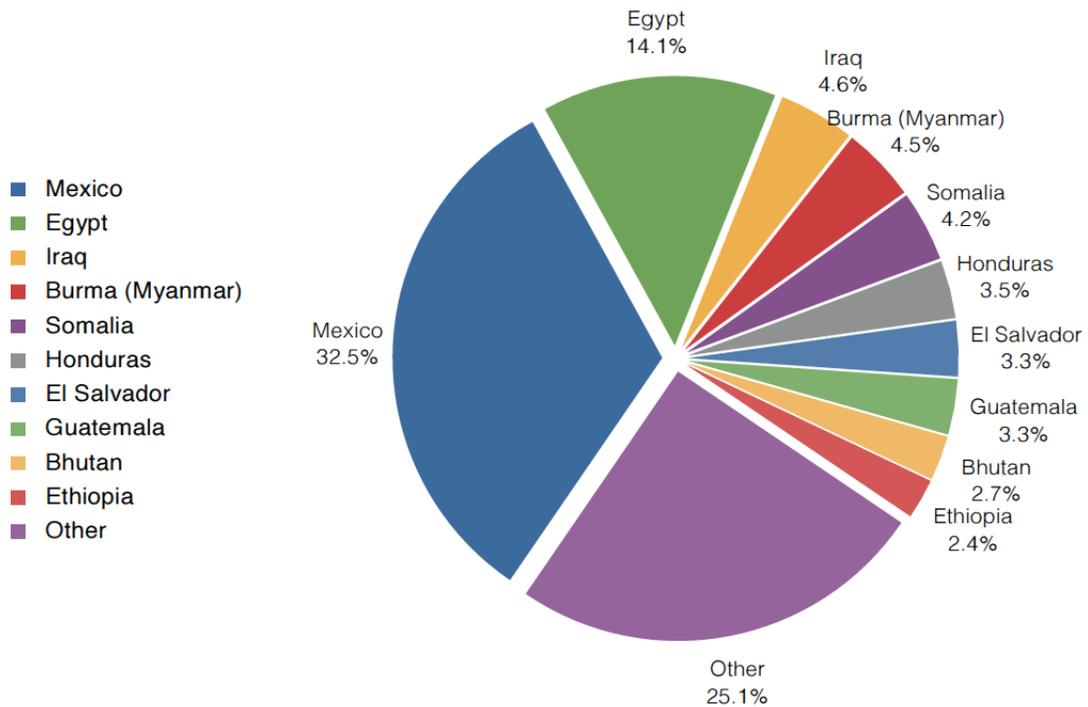
By 2040, no ethnicity will be a majority of residents.



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

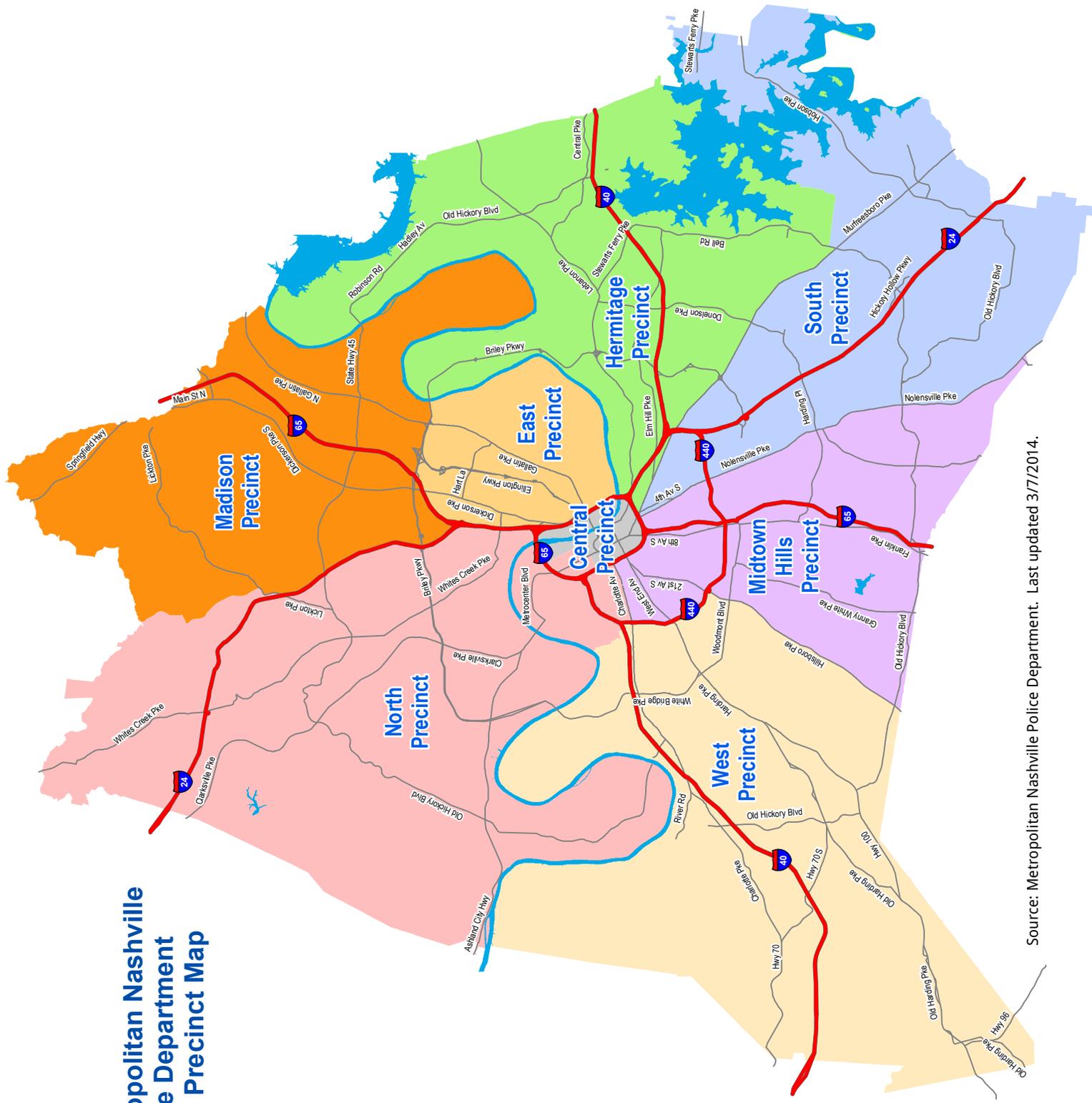


**Top 10 Identified Countries of Origin (2011-12)**





# Metropolitan Nashville Police Department Eight Precinct Map



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

# Davidson County: Facts & Figures



**\$68,802**



*Mean Household Income*

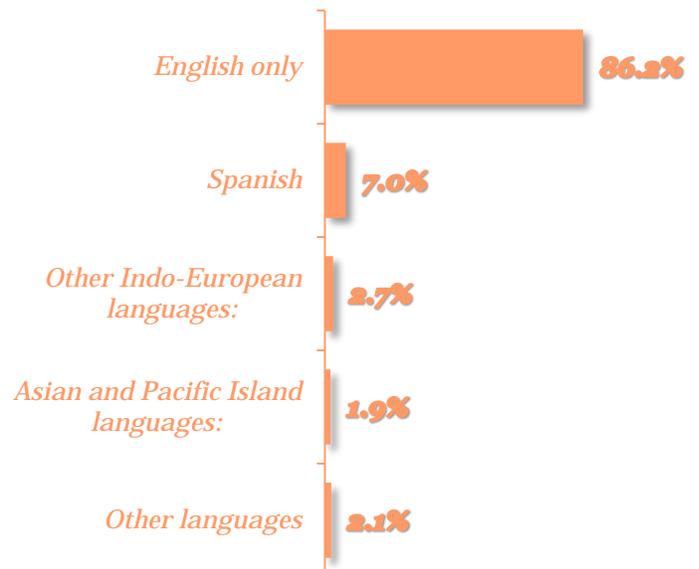
## *Racial/Ethnic Distribution*



*Families Living Below the Poverty Line*

**14.2%**

## *Languages Spoken in Households*



*Households  
Speaking  
Language Other  
than English*

**6.8%**

**\$63,941**

*Mean  
Household  
Income*

# **CENTRAL PRECINCT**

*Families  
Living  
Below the  
Poverty  
Line*

**20.2%**

*Households Speaking  
Language Other than  
English*

**6.9%**

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**EAST**

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**PRECINCT**

*Families Living  
Below the  
Poverty Line*

**22.7%**

**\$63,941**

*Mean  
Household  
Income*

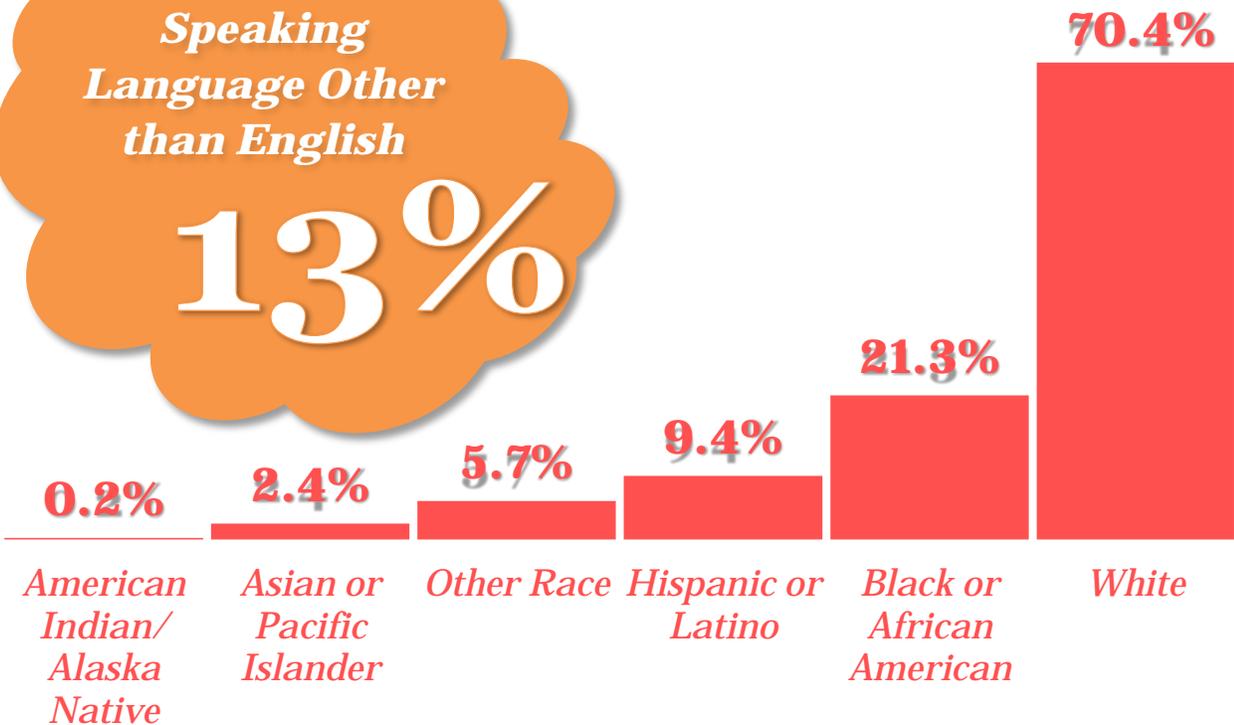
# HERMITAGE PRECINCT

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

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

*Households  
Speaking  
Language Other  
than English*

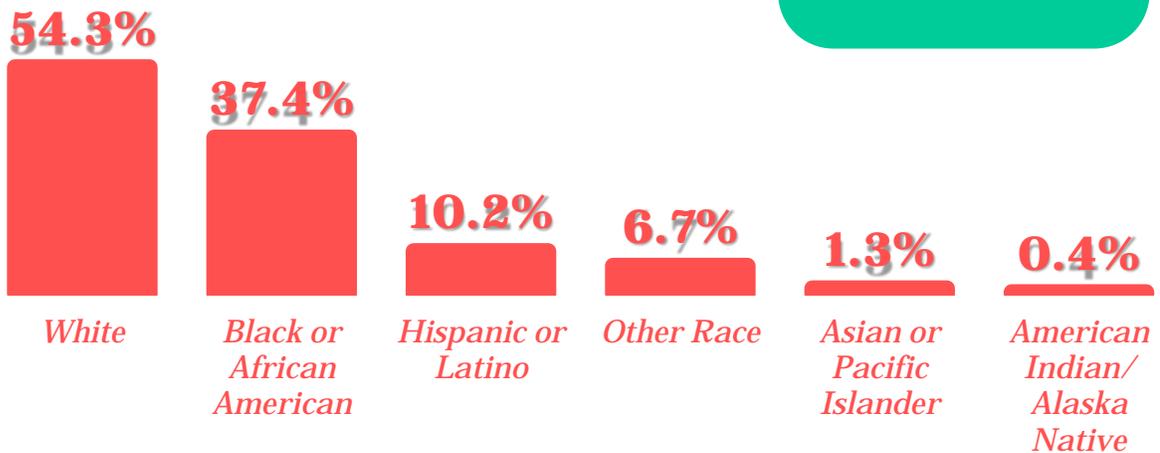
**13%**



# MADISON PRECINCT

**\$50,283**

*Mean  
Household  
Income*



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

*Families  
Living Below  
the Poverty Line*

**17.1%**

*Households  
Speaking  
Language Other  
than English*

**13.4%**

**10.3%**

*Families  
Living  
Below the  
Poverty  
Line*

# MIDTOWN HILLS PRECINCT



*White*

*Black or  
African  
American*

*Hispanic or  
Latino*

*Asian or  
Pacific  
Islander*

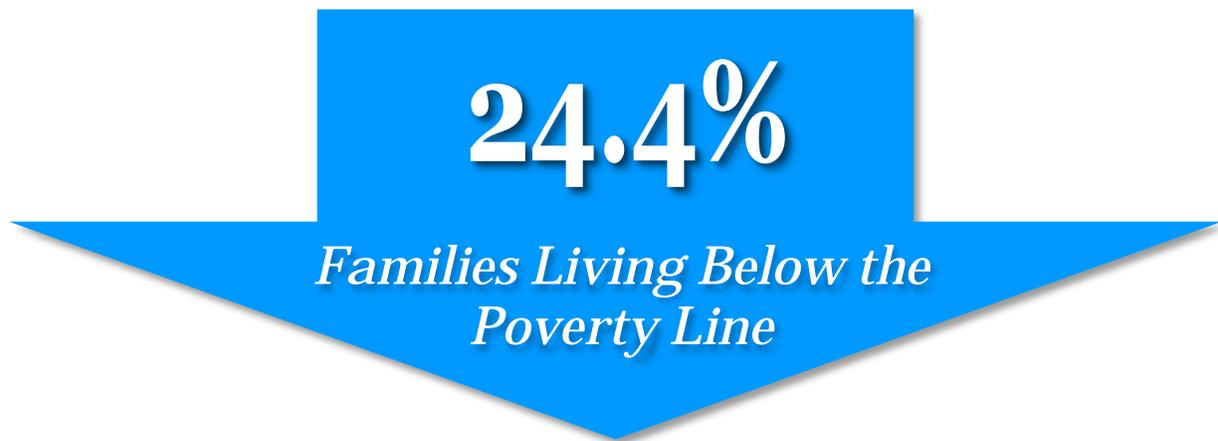
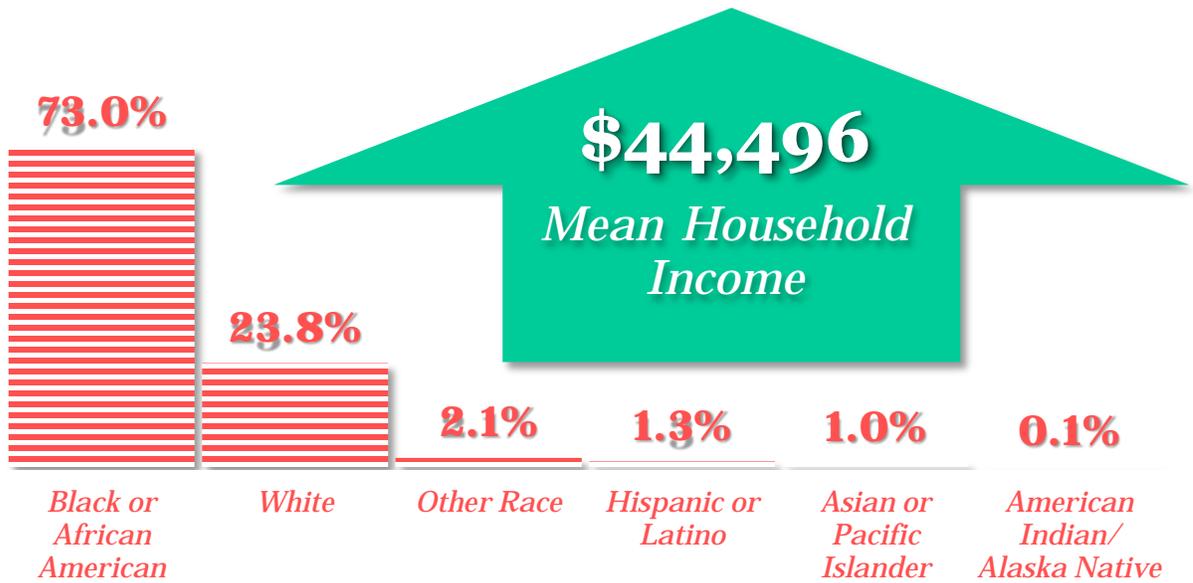
*Other Race*

*American  
Indian/  
Alaska Native*

**\$89,403**

*Mean  
Household  
Income*

# NORTH PRECINCT



*Households Speaking Language Other than English*

**3.6%**

*Households Speaking Language Other than English*

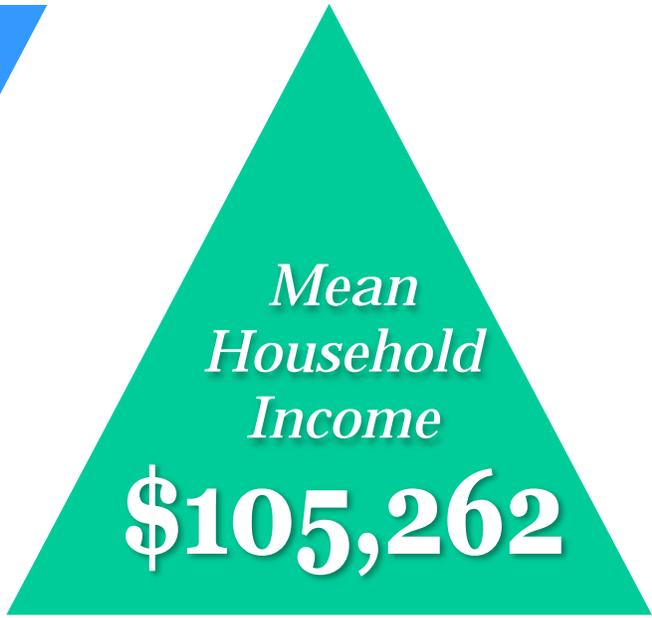
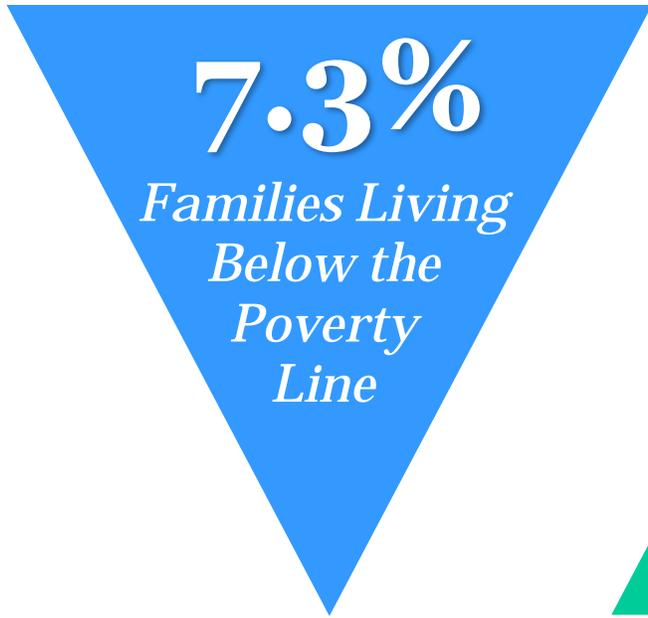
**27.6%**



*Families  
Living  
Below the  
Poverty  
Line*

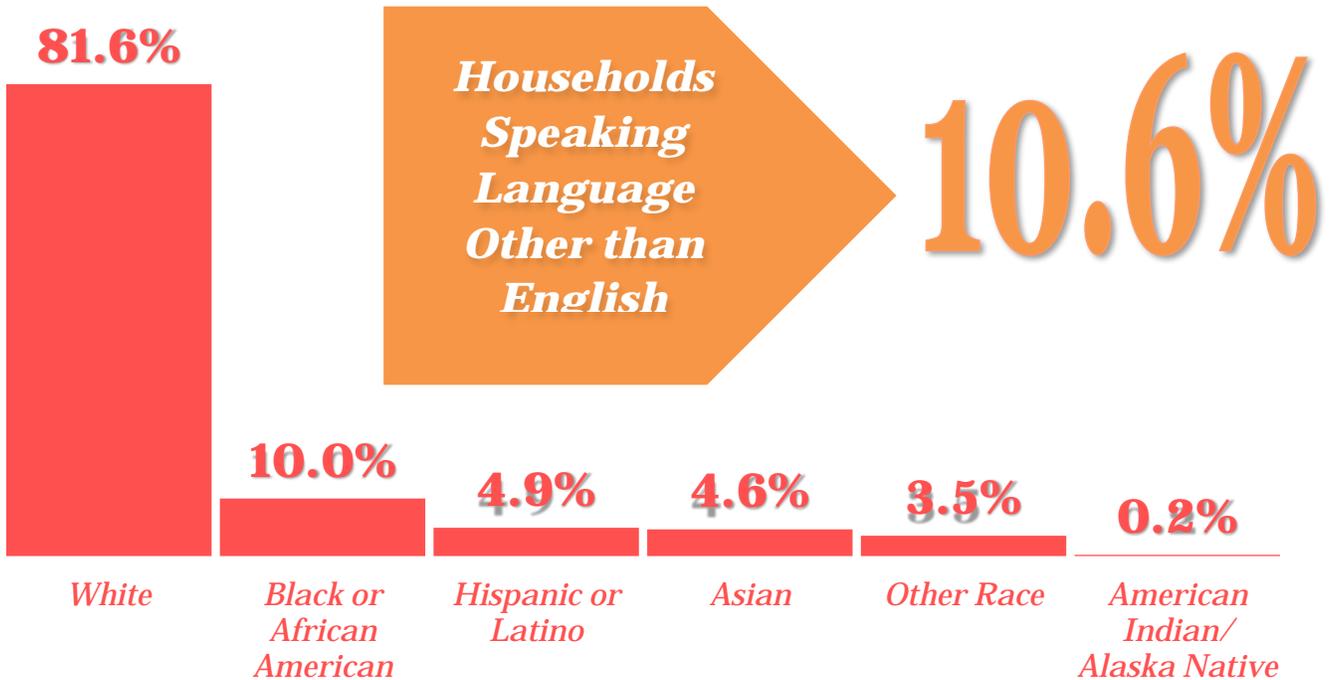
**15.1%**

**SOUTH  
PRECINCT**



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

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





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**Tour Sites**  
**and**  
**Tour Site Descriptions**

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## MNPD Mobile Diversity Seminar Fall 2016



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# Islamic Center of Nashville

2515 12th Avenue South, 37204  
**Midtown Hills Precinct**

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## Who Are We?

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

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

## Connect With Us!

615-385-9379 [www.icntn.org](http://www.icntn.org)  
Rashed Fakhrudin — President  
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**Fall 2016**



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# **The Muslim Community**

## **The Conversationalists**

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**Officer Jiyayi Suleyman**  
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## 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.



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## First Stop: Islamic Center of Nashville

**Thoughts From Conversing With: The Muslim Community**

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

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**⊕ Their Main Thoughts:**

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

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

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

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MNPD Mobile Diversity Seminar  
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# The Latino/New American Community

## The Conversationalists

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**Kasar Abdulla**

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**Juan Canedo**

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**Tasha M. Chusac**

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**Officer Tamin “Tony” Folad**

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**Officer Cecilia Gomez**

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**Bruce Jeffers**

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**Janisca Williams**

Janisca.Williams@nashville.gov

***Moderator***



# MNPD Mobile Diversity Seminar Fall 2016



## Second Stop: Coleman Community Center (Part 1)

Thoughts From Conversing With: The Latino/New American Communities

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

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⊕ **Their Main Thoughts:**

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

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

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

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# The Command Conversation

## The Conversationalists

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**Cmdr. Preston Brandimore**  
Preston.Brandimore@nashville.gov  
*Hermitage Precinct*

**Cmdr. Sebastian Gourdin**  
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*Madison Precinct*

**Cmdr. N. Kay Lokey**  
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**Cmdr. John Drake**  
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**Cpt. Dhana Jones**  
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*Director of Training*  
*Moderator*

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*MNPD Training Academy*  
*Drill & Ceremony Team Commander*



# MNPD Mobile Diversity Seminar

## Fall 2016



### Second Stop: Coleman Community Center (Part 2)

#### Thoughts From Conversing With: The Commanders

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

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##### ⊕ Their Main Thoughts:

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

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

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

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## MNPD Mobile Diversity Seminar Fall 2016



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# Casa Azafrán

2195 Nolensville Pike, 37211  
**South Precinct**

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## Who Are We?

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

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

## Connect With Us!

615-320-5152 en Español 615-269-6900  
[www.casaazafran.org](http://www.casaazafran.org)  
[info@conamericas.com](mailto:info@conamericas.com)



# MNPD Mobile Diversity Seminar

## Fall 2016



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# Lunch Conversation

## The Conversationalists

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Andrea Blackman (Andrea.Blackman@nashville.gov)  
Ashford Hughes Ashford.Hughes@nashville.gov  
Avi Poster (Avi Poster <Aviposter@comcast.net)  
Bruce Jeffers (Jeffers.Bruce@gmail.com)  
Dr. Janice Rodriguez (Janice@tfli.org)  
Dr. Oscar Miller Oscar Miller (Omillier@tnstate.edu)  
Frank Trew (frank@hipdonelson.com)  
Janisca Williams (Janisca.Williams@nashville.gov)  
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Mohamed Shukri Bokola50@gmail.com  
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Sean Muldoon (Sean.Muldoon@osdtn.org)  
Shaun Arroyo (Shaun@TVals.org)  
Tasha M. Chusac (Tasha.Chusac@centerstone.org)  
Tasneem Tewogbola (Tasneem.Tewogbola@nashville.gov)



# MNPD Mobile Diversity Seminar Fall 2016



## Third Stop: Casa Azafrán

Thoughts From **Lunch(!)** Conversing With: Community Members

⊕ **Community Members I'd Like to Hear More From:**

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⊕ **Their Main Thoughts:**

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

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

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⊕ **As A Police Officer I'll Use Insights From These Conversations To ... :**

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## MNPD Mobile Diversity Seminar Fall 2016



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# Oasis Center

1704 Charlotte, Suite 200 37203  
**North Precinct**

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## 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 be 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.

Rather than viewing young people as passive recipients, Oasis sees them 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. Oasis also reaches more than 9,000 additional youth and adults through educational projects and presentations.

## Connect With Us!

615.327.4455 (24 hours a day, 7 days a week)

1-866-975-FREE or 1-866-975-3733

[www.oasiscenter.org](http://www.oasiscenter.org)



MNPD Mobile Diversity Seminar  
Fall 2016



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# The LGBTQ Community

## The Conversationalists

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**Dawn Bennett**

DMBennett67@gmail.com

**Judy Freudenthal**

JFreudenthal@oasiscenter.org

**Brett Perkins**

Brett@outcentral.org

**Pam Sheffer**

PSheffer@oasiscenter.org

***Moderator***

**Dwayne Jenkins**

DJenkins@nashvillecares.org

**Commander Nathalie Lokey**

Natalie.Lokey@nashville.gov



# MNPD Mobile Diversity Seminar

## Fall 2016



### 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 gender that corresponds to their biological sex

*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.*



# MNPD Mobile Diversity Seminar Fall 2016



## Fourth Stop: Oasis Center

**Primary Focus of This Visit: LGBTQ Community**

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

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**⊕ Their Main Thoughts:**

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

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

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

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# Fisk University

## Jubilee Hall LLC

1000 17th Avenue North, 37208

**North Precinct**

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### Who Are We?

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

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

### Connect With Us!

615-329-8500

[www.fisk.edu](http://www.fisk.edu)



# MNPD Mobile Diversity Seminar

## Fall 2016



# The African American Community

## The Conversationalists

Andrea Blackman (Andrea.Blackman@nashville.gov)  
Judge Sheila Calloway (SheilaCalloway@jis.nashville.org)  
Rev. Dr. Judy D. Cummings (DrJudycummings@gmail.com)  
Melissa Gordon (Melissa.Gordon@mnps.org)  
Anthony Hall (Anthony.Hall@mnps.org)  
Ashford Hughes (Ashford.Hughes@nashville.gov)  
Bruce Jeffers (Jeffers.Bruce@gmail.com)  
Pastor Davie Tucker, Jr. (DTucker@abcnash.edu)  
Cmdr. Terrence Graves (Terrence.Graves@nashville.gov)  
Dr. Oscar Miller (Oscar Miller) (Omillier@tnstate.edu)  
Lonnell Matthews (Lonnell.Matthews@nashville.gov)  
Michelle Hernandez-Lane (Michelle.Lane@nashville.gov)  
Sergeant Michelle Jones (Michelle.Jones@nashville.gov)  
Ron Johnson (RJohnson@oasiscenter.org)  
Tammy Bullock (The.Bullocks@att.net)  
Tasha M. Chusac (Tasha.Chusac@centerstone.org)  
Tasneem Tewogbola (Tasneem.Tewogbola@nashville.gov)  
Judge Allegra Walker (AllegraWalker@jis.nashville.org)  
Hershell Warren (Hershell.Warren@nashville.gov)



# MNPD Mobile Diversity Seminar Fall 2016



## Fifth Stop: Fisk University

**Primary Focus of This Visit: The Black Community**

⊕ **Names of Panelists:**

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⊕ **Their Main Thoughts:**

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

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

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⊕ **MY Primary Takeaway:**

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# MNPD Mobile Diversity Seminar

## Fall 2016



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# Helpful Resources

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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)

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

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

<b>Agency (Family Crisis Issues)</b>	Contact Information
<p><b>18th Avenue Family Enrichment Center</b> 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.</p>	<p>1811 Osage Street , 37208 615- 320-1131 <a href="http://www.18thavenuecenter.org">www.18thavenuecenter.org</a></p>
<p><b>Catholic Charities</b> Programs include feeding the hungry, adoption and pregnancy counseling, child welfare services, refugee and immigration services, family counseling, as well as services for seniors.</p>	<p>10 South 6th Street, 37206 615-259-3567 <a href="http://www.cctenn.org">www.cctenn.org</a></p>
<p><b>Child Support Services of Tennessee</b> Child Support establishment and enforcement.</p>	<p>44 Vantage Way, Suite 300, 37228 615-726-0530 <a href="http://www.tn.gov">www.tn.gov</a></p>
<p><b>Conexión Américas</b> Focuses on advocating for, and supporting the social, economic, and civic integration of Latino families.</p>	<p>2195 Nolensville Pike, 37211 615-320-5152 <a href="http://conexionamericas.org">http://conexionamericas.org</a></p>
<p><b>Family Affairs Ministry</b> 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.</p>	<p>1600 Riverside Drive, 37206 615-228-0125 <a href="http://www.familyaffairministries.com">www.familyaffairministries.com</a></p>
<p><b>Madison Church of Christ – Benevolence Center</b> 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.</p>	<p>106 Gallatin Road North, 37116 615-868-3360 <a href="http://www.madisonchurchtn.org/benevolence">www.madisonchurchtn.org/benevolence</a></p>
<p><b>Martha O’Bryan Center</b> Provides an early learning center, parent education, out-of-school program for children ranging from 6 to 14, and other community services.</p>	<p>711 South 7th Street, 37206 615-254-1791 <a href="http://www.marthaobryan.org">www.marthaobryan.org</a></p>
<p><b>Mayor’s Office of Children and Youth</b> 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.</p>	<p>1 Public Square, 37201 615-862-8000 <a href="http://www.nashville.gov/Mayors-Office">www.nashville.gov/Mayors-Office</a></p>
<p><b>Metropolitan Action Commission</b> 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.</p>	<p>800 2nd Avenue North, 37201 615-862-8860 <a href="http://www.nashville.gov/Metro-Action-Commission.aspx">www.nashville.gov/Metro-Action-Commission.aspx</a></p>

<p><b>Nashville Financial Empowerment Center</b></p> <p>Provides free, professional, and confidential counseling regarding reducing debt, building assets, budgeting, establishing credit, opening maintaining bank accounts, and saving.</p>	<p>Counseling locations: 298 Foster Street, 37207 2195 Nolensville Pike, 37211</p> <p>615-748-3620 (to schedule an appt.) fec.nashville.gov</p>
<p><b>Room In The Inn</b></p> <p>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.</p>	<p>705 Drexel Street, 37203 615-251-7019 <a href="http://www.roomintheinn.org">www.roomintheinn.org</a></p>
<p><b>Saint Luke’s Community House</b></p> <p>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.</p>	<p>5601 New York Avenue, 37209 615-350-7893 <a href="http://www.stlukescommunityhouse.org">www.stlukescommunityhouse.org</a></p>
<p><b>Open Table</b></p> <p>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.</p>	<p>615-254-7958 <a href="http://www.opentablenashville.org">www.opentablenashville.org</a></p>
<p><b>Salvation Army (Hispanic and Laotian)</b></p> <p>Assistance to Hispanic and Laotian families.</p>	<p>525 Paragon Mills, 615- 837-2444 <a href="http://www.SalArmy-nashville.org">http://www.SalArmy-nashville.org</a></p>
<p><b>Tennessee Opportunity Programs (TOPS)</b></p> <p>Provide emergency assistance with gas and food for migrant and seasonal farmworkers to reach work destination</p>	<p>437 Nissan Drive, Suite 502, 37167 (615) 459-3600 <a href="http://www.tnoppportunityprograms.org">www.tnoppportunityprograms.org</a></p>
<p><b>Woodbine Community Organization</b></p> <p>Provide services for housing solutions, financial counseling, and community revitalization.</p>	<p>222 Oriel Avenue, TN 37210 (615) 833-9580 <a href="http://www.woodbinecommunity.org">http://www.woodbinecommunity.org</a></p>
<p><b>World Relief Nashville</b></p> <p>Provide Refugee resettlement services in the following areas: Housing, Employment, Medical Care, Transportation, English Language, Church Mobilization, City Bus Training, Job Readiness, and Employment assistance for professionals, Emergency Rent and Food assistance, Health Training, Youth Empowerment</p>	<p>1655 Murfreesboro Pike, Suite G Nashville, TN 37217 (615) 833-7735 <a href="http://worldreliefnashville.org">http://worldreliefnashville.org</a></p>

Agency (Housing)	Contact Information
<b>Habitat for Humanity of Greater Nashville</b> Provides people with life-changing opportunity to purchase and own quality, affordable homes.	2950 Kraft Drive, Suite 100, 37204 (615) 254-4663 <a href="http://www.habitatnashville.org">http://www.habitatnashville.org</a>
<b>Metropolitan Development and Housing Agency (MDHA)</b> Creates affordable housing opportunities for Davidson County residents.	701 South 6th Street, 37206 (615) 252-8400 <a href="http://www.nashville-mdha.org">http://www.nashville-mdha.org</a>
<b>Middle Tennessee Supported Living (Disabled Adults only)</b> Provides a wide array of services, which include Supported Living, Community Based Day, Nursing and Supported Employment for disabled adults.	1161 Murfreesboro Road, 37217 (615) 367-0592 <a href="http://www.midtn.org">http://www.midtn.org</a>
<b>Needlink</b> 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 615-269-6835 <a href="http://www.needlink.org">www.needlink.org</a>
<b>Open Table</b> 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 <a href="http://www.opentablenashville.org">www.opentablenashville.org</a>
<b>Park Center</b> Offers recovery Services, including: Co-occurring disorder program, Psychiatric rehabilitation for adults; Residential services, Emerging adults, and Homeless outreach.	Has multiple locations. Information and Referral Specialist 615-724-6278 <a href="http://www.parkcenternashville.org">http://www.parkcenternashville.org</a>
<b>Rooftop</b> Provides emergency rental/mortgage/ to individuals and families in Davidson County to prevent homelessness.	3511 Gallatin Rd, Suite 202, 37216 615-815-9012 <a href="http://rooftopnashville.org/get-help">http://rooftopnashville.org/get-help</a>
<b>Room In The Inn</b> Shelter Services: Recuperative Care for the Medically Fragile, Housing for those Awaiting Alcohol & Drug Treatment Programs, Transitional Housing for the Chronically Homeless, Transitional Housing for Veterans, Short-Term & Long-Term Storage, Secure Document & Medication Storage, On-campus, permanent, affordable housing.	705 Drexel Street, 37203 615-251-7019 <a href="http://www.roomintheinn.org">http://www.roomintheinn.org</a>
<b>Urban Housing Solutions</b> Provide affordable Housing choices for persons with limited means.	822 Woodland Street, 37206 615-726-2696 <a href="http://urbanhousingsolutions.org">http://urbanhousingsolutions.org</a>

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

<b>Agency (Employment)</b>	Contact Information
<p><b>Be A Helping Hand</b> 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.</p>	<p>827 W. McKennie Avenue, 37206 615-227-6000 www.bahelpinghand.org</p>
<p><b>Christian Women Job Corps</b> 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.</p>	<p>420 Main Street, 37202 615-244-3669 www.cwjcmiddletn.org</p>
<p><b>Goodwill Industries of Middle Tennessee, Inc.</b> 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></p>	<p>1015 Herman Street, 37208 800-545-9231 www.goodwillcareersolutions.org</p>
<p><b>Nashville Career Advancement Center</b> Assists individuals to explore career options, decide on a direction, target a career or industry, then strategize and market themselves for the job search.</p>	<p>621 Mainstream Drive, Suite 210, 37228 615-862-8890 www.jobs4tn.gov</p>
<p><b>Project Return</b> 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.</p>	<p>806 4<sup>th</sup> Avenue South, 37210 615-327-9654 www.projectreturninc.org</p>
<p><b>The Contributor</b> 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.</p>	<p>154 5<sup>th</sup> Avenue North, 37219 615-829-6829 www.thecontributor.org</p>
<p><b>Tennessee Career Center</b> 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.</p>	<p>665 Mainstream Drive, 37228 615-253-8920 www.jobs4tn.gov</p>
<p><b>The Urban League of Middle Tennessee</b> 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.</p>	<p>50 Vantage Way, Suite 201, 37228 615-254-0525 http://ul- mdtn.iamempowered.com</p>

<b>Agency (Intensive Transitional Programming)</b>	Contact Information
<p><b>Center of Hope: Salvation Army (for Families and Single Women)</b> 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.</p>	<p>631 Dickerson Road, 37207 615-242-0411 www.salarmy-nashville.org</p>
<p><b>Dismas House (for Men)</b> 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.</p>	<p>1513 16<sup>th</sup> Avenue South, 37212 615-297-9287 www.dismas.org</p>
<p><b>Matthew 25 (for Men)</b> Safe and supportive transitional housing, job placement assistance, alcohol and drug counseling, life skills training, housing location services to homeless men.</p>	<p>625 Benton Avenue, 37204 615-383-9577 www.matthew25helps.com</p>
<p><b>Men of Valor (for Men)</b> 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.</p>	<p>1410 Donelson Pike, Suite B-1, 37217 615-399-9111 www.men-of-valor.org</p>
<p><b>Mending Hearts (for Women)</b> 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.</p>	<p>615-385-1696 www.mendingheartsinc.org</p>
<p><b>Operation Stand Down</b> 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</p>	<p>1125 12<sup>th</sup> Avenue South, 37203 615-248-1981 www.osdnashville.org</p>
<p><b>Phases (for Women)</b> 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.</p>	<p>615-832-9330 www.phasesinc.com</p>
<p><b>Recovery Community</b> 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.</p>	<p>615-569-3174 www.recoverycommunity.org</p>
<p><b>Renewal House (for Mothers)</b> 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.</p>	<p>615-255-5222 www.renewalhouse.org</p>

<p><b>The Next Door (for Women)</b> 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.</p>	<p>402 22<sup>nd</sup> Avenue North, 37203 615-251-8805 <a href="http://www.thenextdoor.org">www.thenextdoor.org</a></p>
<p><b>Transitions Housing</b> 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.</p>	<p>615-227-8865 <a href="http://www.transitionhousing.com">www.transitionhousing.com</a></p>
<p><b>Welcome Home Ministries (for Men)</b> 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.</p>	<p>615-309-7087 <a href="http://www.welcomehomeminorg">www.welcomehomeminorg</a></p>
<p><b>Women of Worth Recovery Home</b> 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.</p>	<p>615-506-3623 <a href="http://www.wowtransition.org">www.wowtransition.org</a></p>
<p><b>YANA Recovery House (for Women)</b> 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.</p>	<p>615-383-2755 <a href="http://www.yanahouse.com">www.yanahouse.com</a></p>

<b>Agency (Advocacy)</b>	Contact Information
<p><b>Disability Law &amp; Advocacy Center of Tennessee</b> Advocates for the rights of Tennesseans with disability to ensure they have an equal opportunity to be productive and respected members of society.</p>	<p>2 International Plaza, Suite 825, 37212 800-342-1660 www.dlacth.org</p>
<p><b>Family Resource Centers of Nashville</b> 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.</p>	<p>Locales Throughput Nashville Call United Way Helpline: 2-1-1 www.unitedwaynashville.org/com munity-impact/neighborhood- resource-centers</p>
<p><b>Fifty Forward</b> FiftyForward enriches the lives of adults 50+ by providing pathways to health, well-being and lifelong learning including the Senor Adult Legal Clinic and additional advocacy services.</p>	<p>108 Donelson Pike, 37214 615-883-8375 www.fiftyforward.org</p>
<p><b>Legal Aid Society of Middle Tennessee and the Cumberlandds</b> 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.</p>	<p>300 Deaderick Street, 37201 615-244-6610 www.las.org</p>
<p><b>Metro Human Relations Commission</b> 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.</p>	<p>404 James Robertson Parkway, Suite 130, 37219 615-880-3370 www.nashville.gov/Human- Relations-Commission</p>
<p><b>Oasis Center</b> 22 unique, completely youth-centric programs delivered through three major departments: Crisis and Residential Services, Youth Engagement and Action, and College Access.</p>	<p>1704 Charlotte Avenue, Suite 200, 37203 615-327-4455 www.oasiscenter.org</p>
<p><b>Tennessee Justice Center</b> 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.</p>	<p>301 Charlotte Avenue, 37201 615-255-0331 www.tnjustice.org</p>

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

<b>Agency (Medical and Dental Services)</b>	Contact Information
<p><b>Faith Family Medical Center</b>  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.</p>	326 21 <sup>st</sup> Avenue North, 37203 615-341-0808 www.faithmedical.org
<p><b>Interfaith Dental Clinic of Greater Nashville</b>  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.</p>	1721 Patterson Street, 37203 615-329-4790 www.interfaithdentalclinic.com
<p><b>Metro Public Health Department</b>  Protects, improves, and sustains the health and well-being of all people in Metropolitan Nashville through comprehensive health and dental care services.</p>	Locales Through Nashville For Appointments Call: 615-340-5616
<p><b>Matthew Walker Comprehensive Health Center</b>  Provides medical, dental, pharmacy, health insurance enrollment and many other services related to health care and wellness.</p>	1035 14 <sup>th</sup> Avenue North, 37208 615-327-9400 www.mwchc.org
<p><b>Nashville General Hospital at Meharry</b>  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.</p>	1818 Albion Street Fisk/Meharry, 37208 615-341-4000 www.nashvillegeneral.org/
<p><b>Neighborhood Health Services</b>  Neighborhood Health provides comprehensive medical services including laboratory testing, pharmacy assistance, counseling, case management, dental care and mental health assessments.</p>	Locales Throughout Nashville. For Appointments Call: 615-227-3000
<p><b>Siloam Family Health Center</b>  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.</p>	820 Gale Lane, 37204 615-298-5406 www.siloamhealth.org

# CULTURAL CONNECTIONS

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

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

NOTE: This list is not exhaustive.



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

Email: [MHRC@nashville.gov](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%



# MNPD Mobile Diversity Seminar

## Fall 2016



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Metro Human Relations Commission  
**thanks you**

for being a part of this  
Mobile Diversity Seminar.

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**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**

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