

**Metro Human Relations Commission
MNPD Training Academy**



**Mobile Diversity Seminar
Resource Guide
Spring 2017**





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

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

Valor Collegiate Academics



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

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



June 12, 2017

Greetings from ...



June 12, 2017

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

Mayor Megan Barry



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

Captain Keith Stephens

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

Mel Fowler-Green



But:

Before we get started, let's test our

“cultural awareness”

with a quick game of:

Did You Know ... ?

On the next page, answer the questions.

By the end of the day, recheck your answers.

Ready, set, **go** ...! ⊕

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

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

___ Amharic

___ Arabic

___ Burmese

___ English

___ Karen

___ Kurdish

___ Nepali

___ Somali

___ Spanish

___ Vietnamese

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

25-50

51-75

76-100

101-125

126-150



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

Buddhism

Christianity

Hinduism

Taoism

Islam

Confucianism

Judaism

Animism



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

19___



Circle the names of the Americans who were once refugees:

Madeleine Albright

Gloria Estefan

Albert Einstein

Henry Kissinger

Andy Garcia

Iman



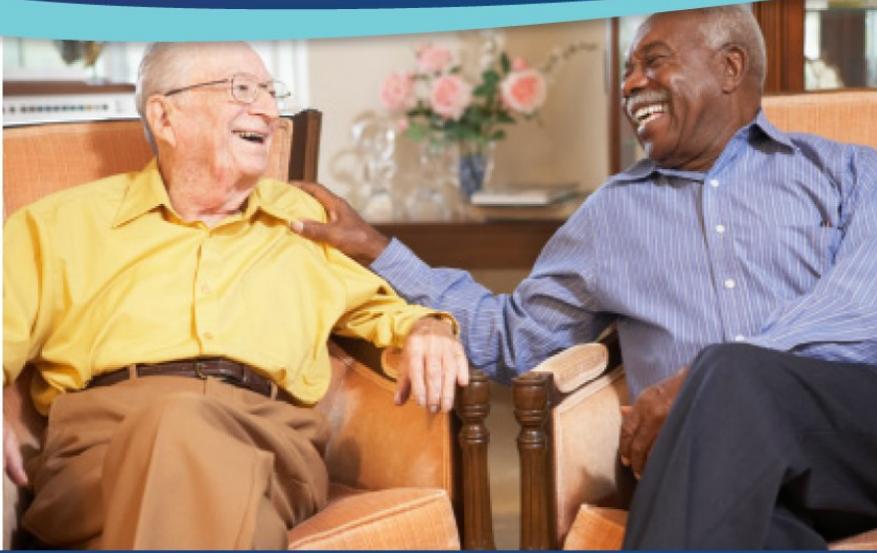
By 2040, what percentage of Nashville's population will be Hispanic/Latino?

___%



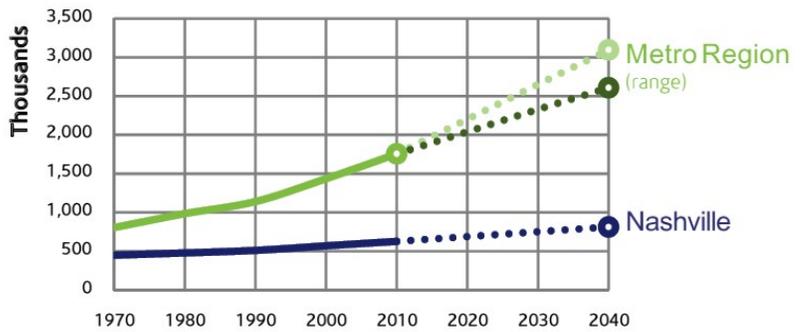
Nashville/Davidson County Demographics

DEMOGRAPHICS

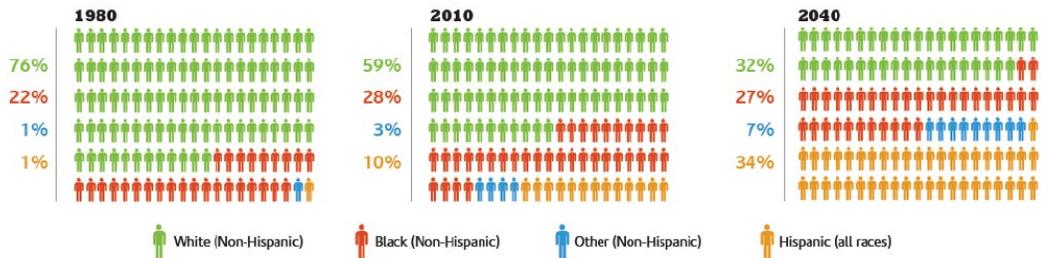


1 million
more people living in the Metro Region by 2040

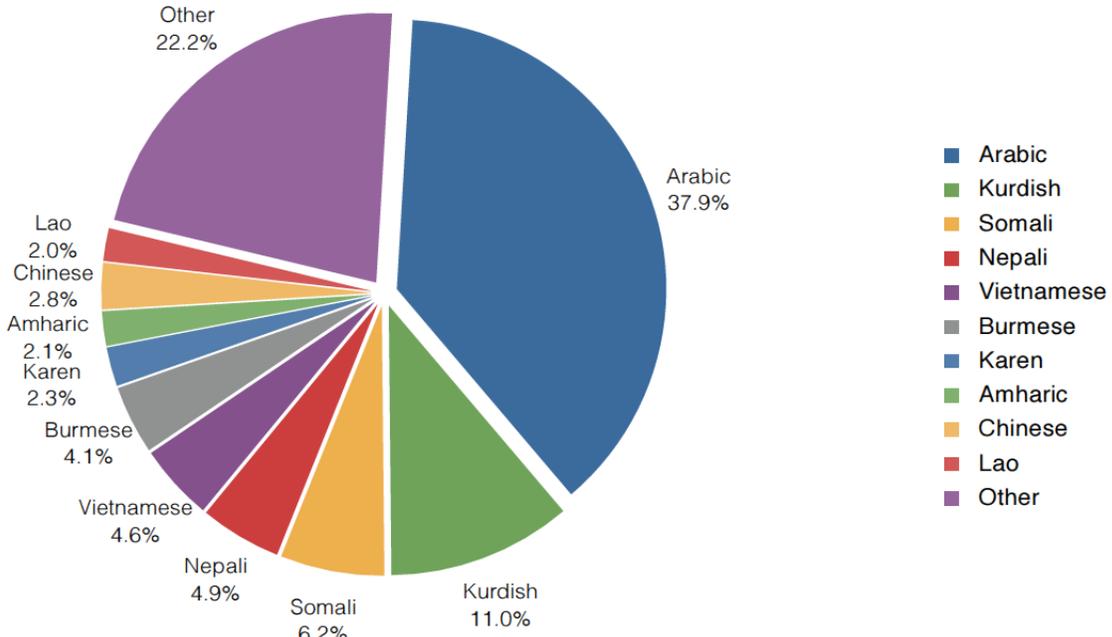
Population of Nashville and the Metro Region



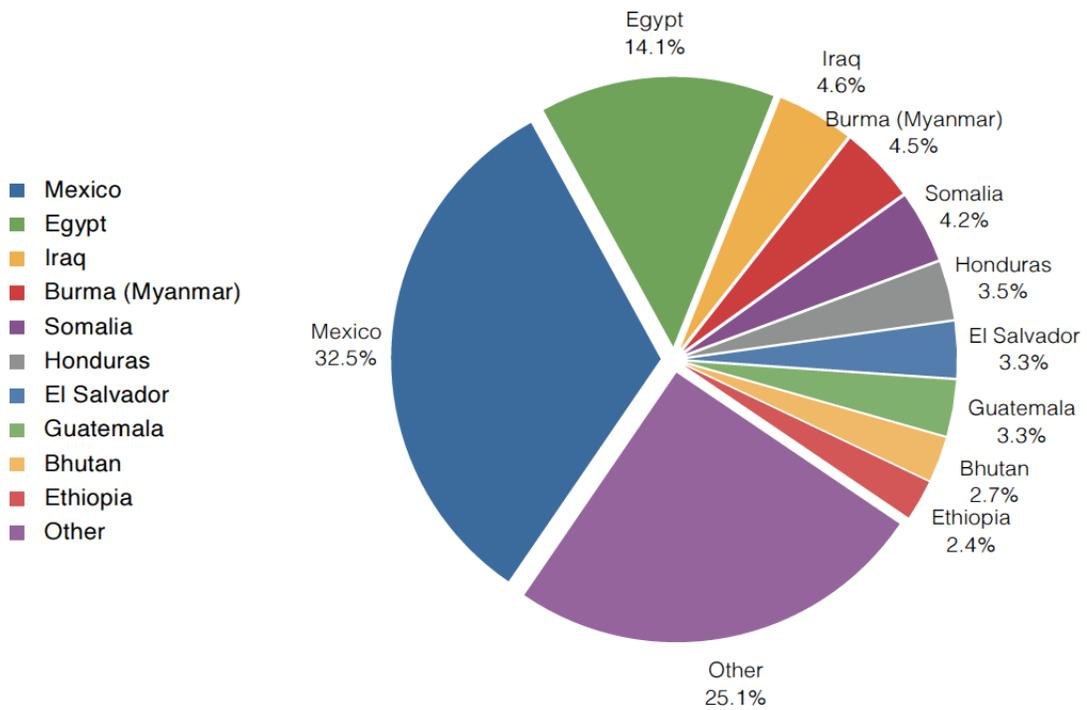
By 2040, no ethnicity will be a majority of residents.



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

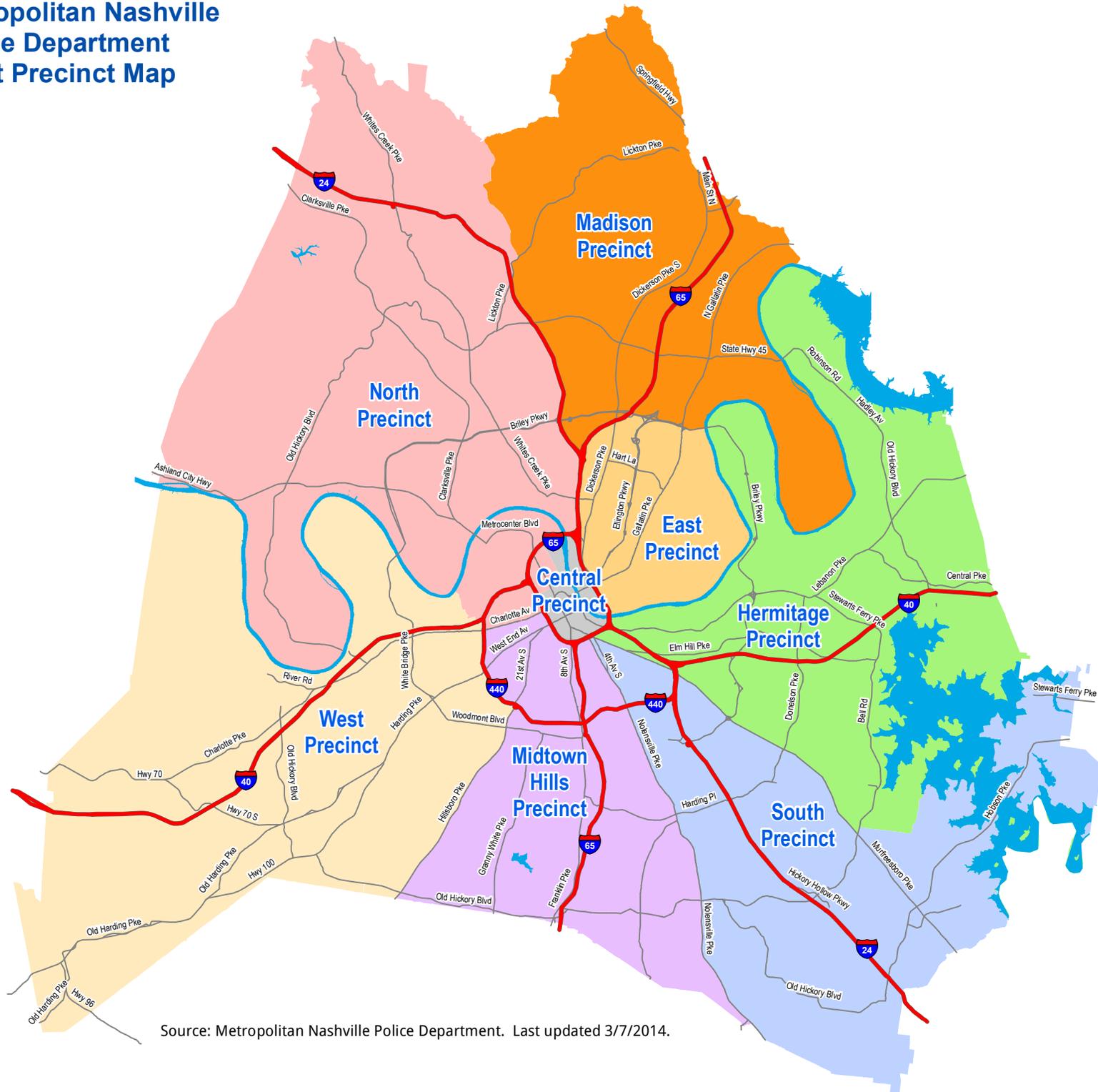


Top 10 Identified Countries of Origin (2011-12)





Metropolitan Nashville Police Department Eight Precinct Map



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

Davidson County: Facts & Figures



\$68,802

Mean Household Income



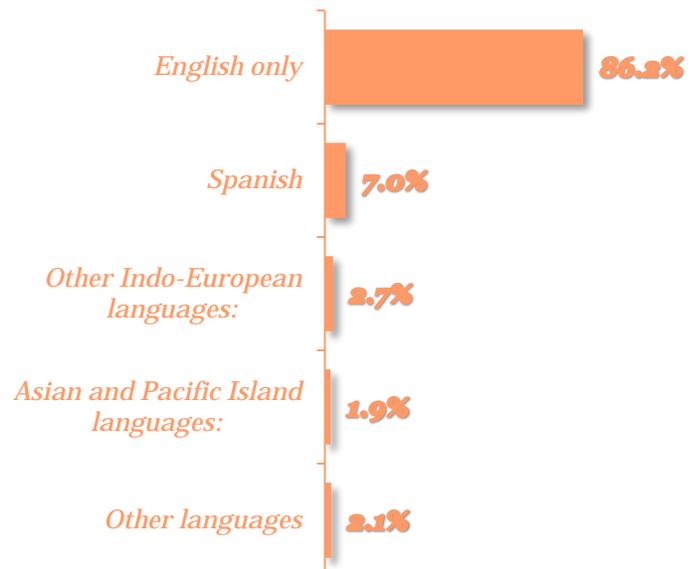
Racial/Ethnic Distribution



Families Living Below the Poverty Line

14.2%

Languages Spoken in Households



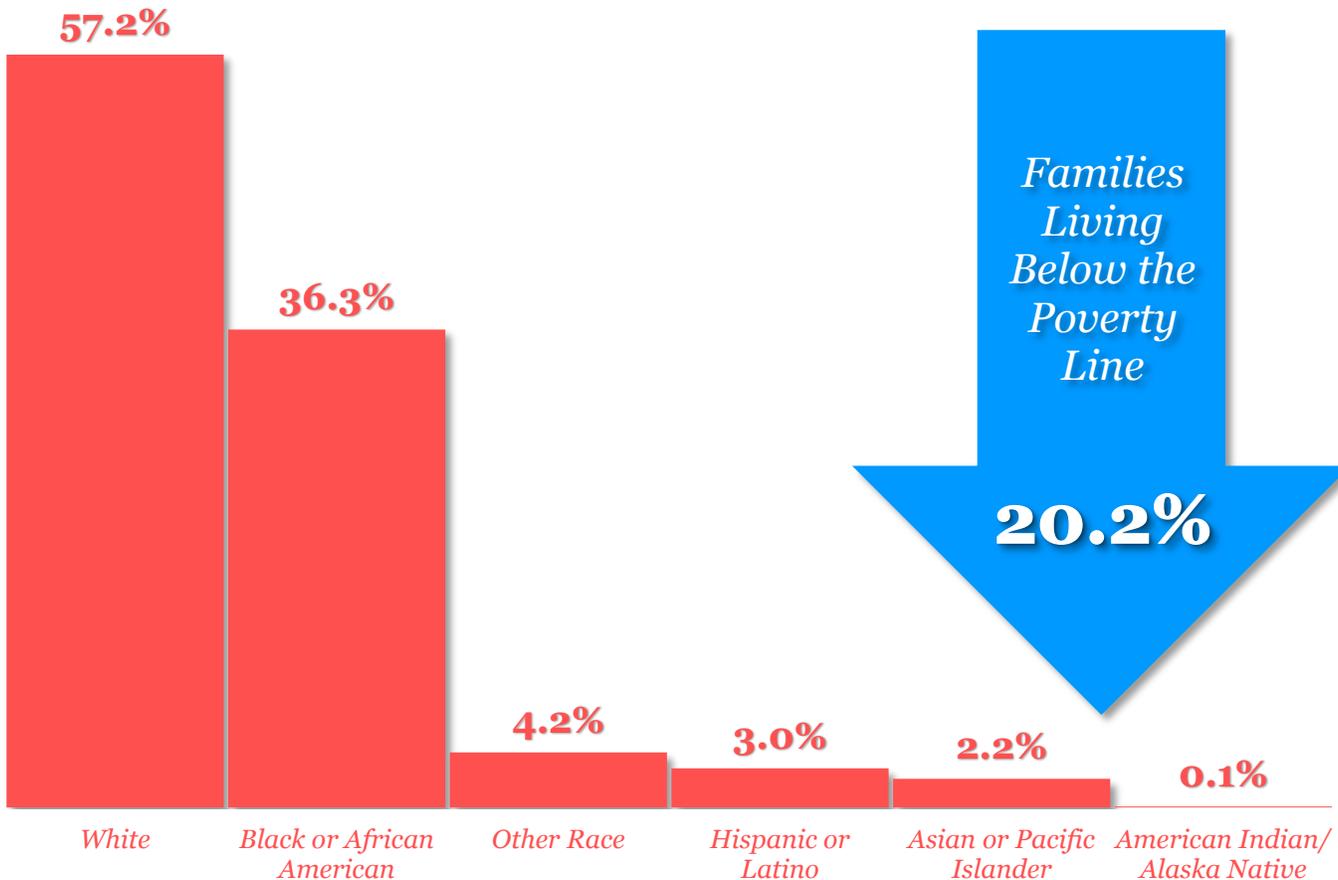
*Households
Speaking
Language Other
than English*

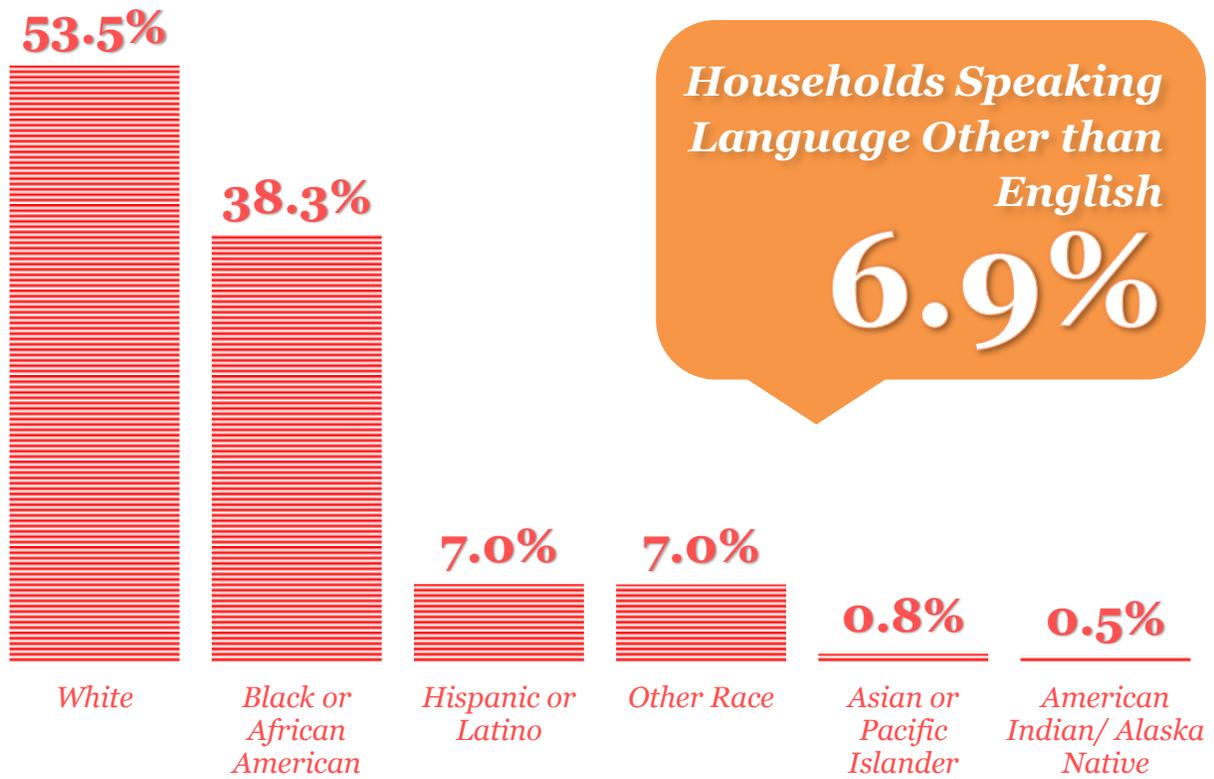
6.8%

\$63,941

*Mean
Household
Income*

CENTRAL PRECINCT





EAST

PRECINCT

Families Living Below the Poverty Line

22.7%

\$63,941

Mean Household Income

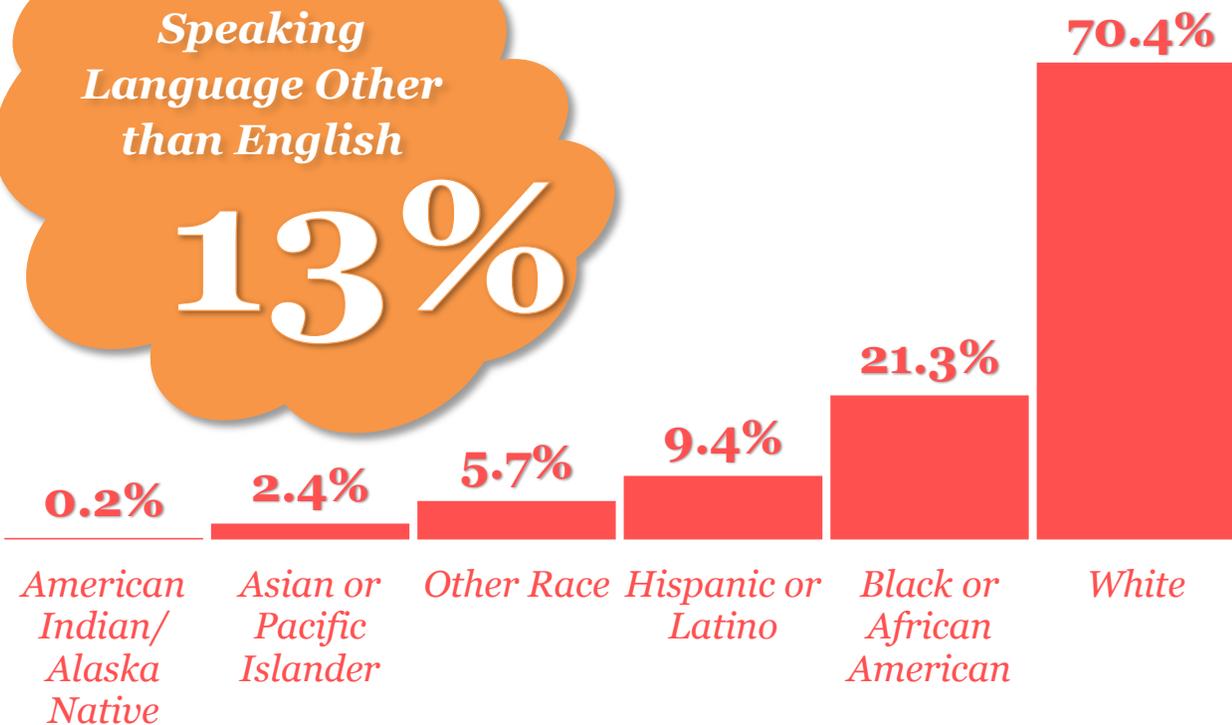
HERMITAGE PRECINCT

Mean Household Income
\$59,578

Families Living Below the Poverty Line
12.7%

*Households
Speaking
Language Other
than English*

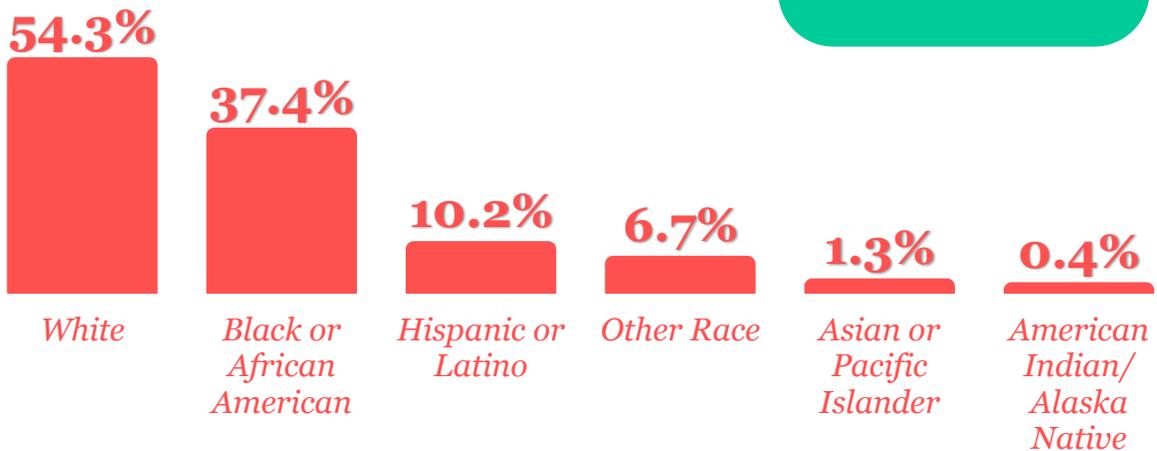
13%



MADISON PRECINCT

\$50,283

*Mean
Household
Income*



9% *Households Speaking
Language Other than English*

*Families
Living Below
the Poverty Line*

17.1%

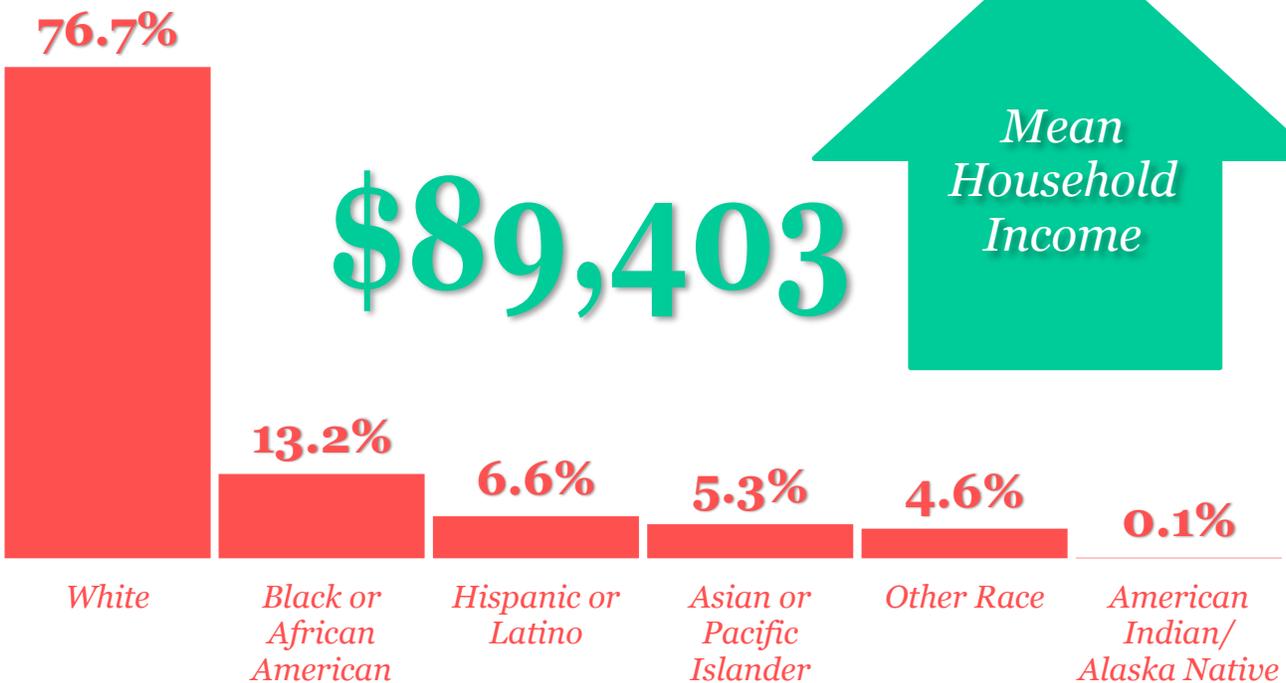
*Households
Speaking
Language Other
than English*

13.4%

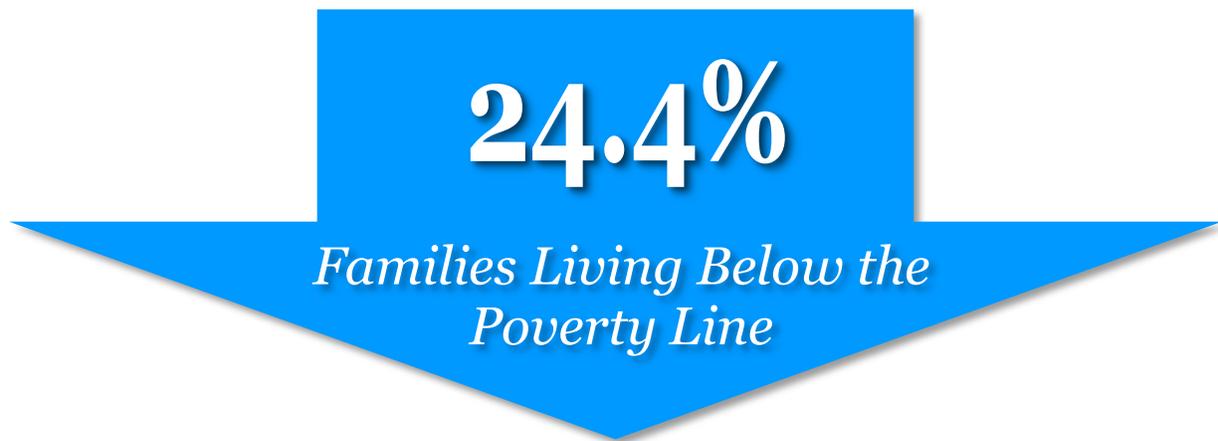
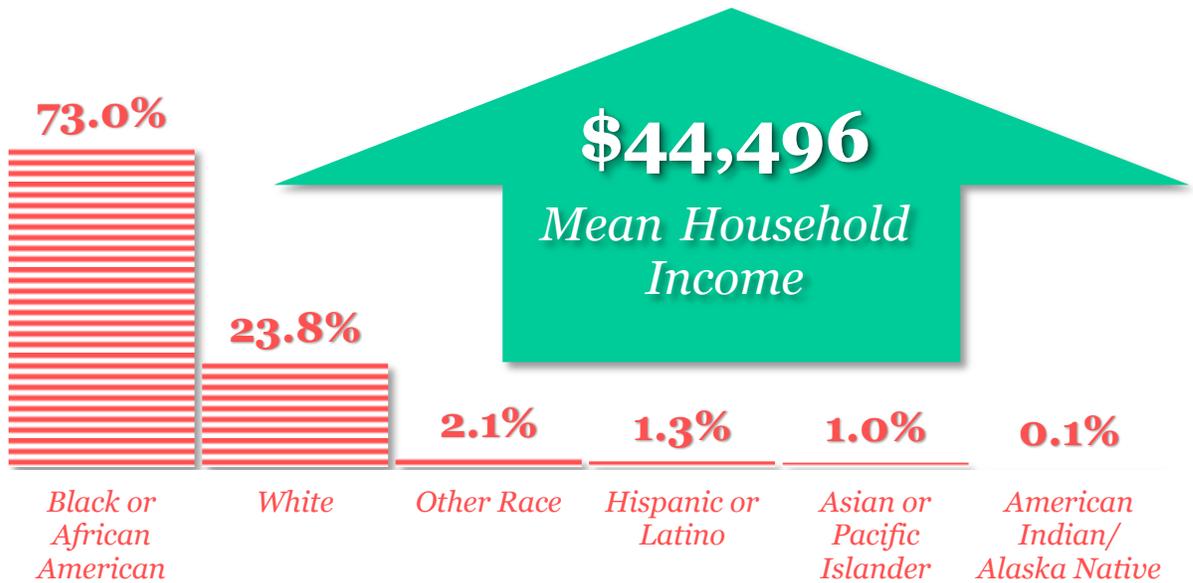
10.3%

*Families
Living
Below the
Poverty
Line*

MIDTOWN HILLS PRECINCT



NORTH PRECINCT



Households Speaking Language Other than English

3.6%

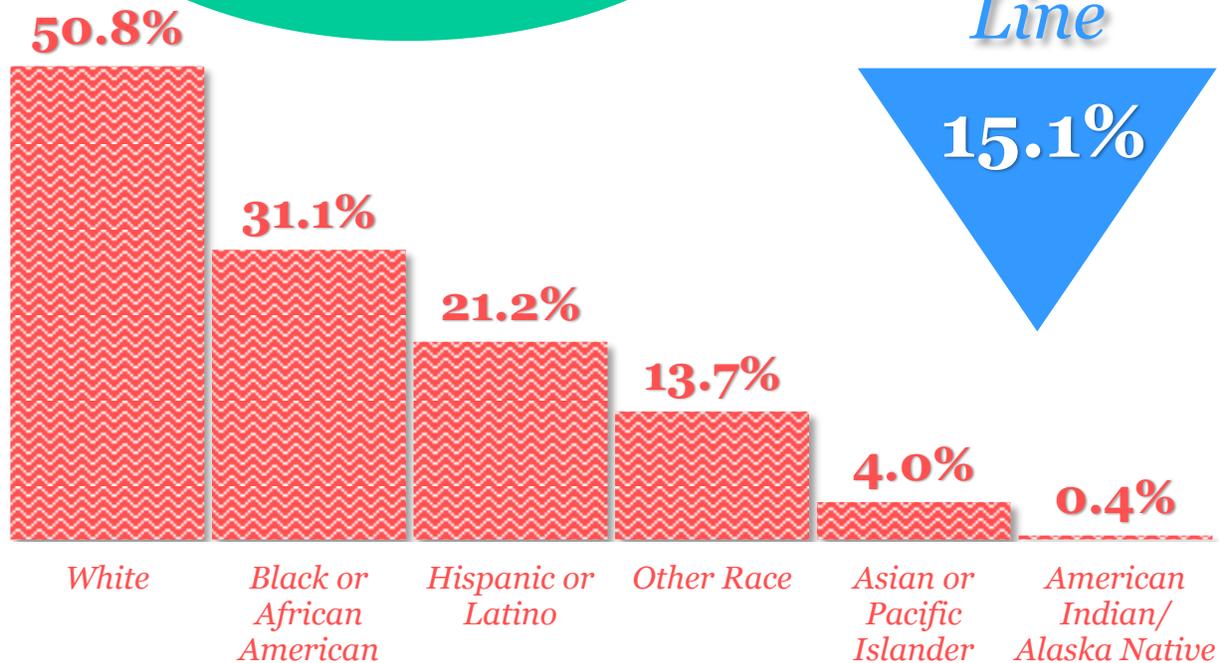
Households Speaking Language Other than English

27.6%

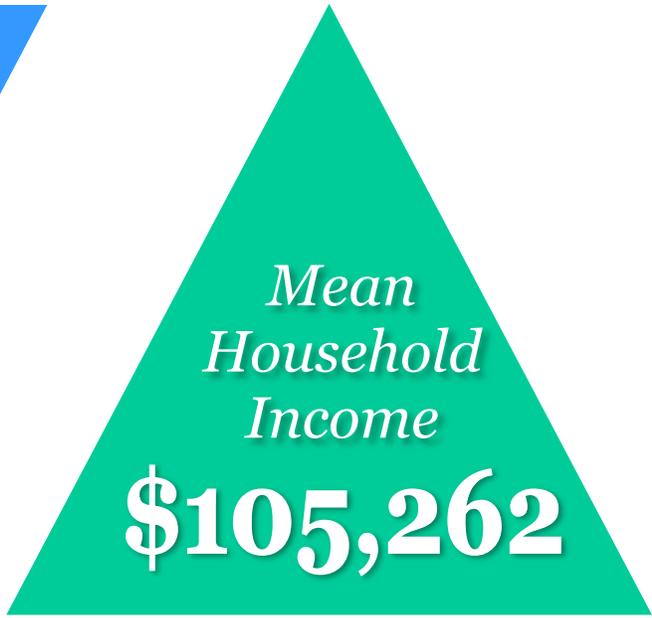


Families Living Below the Poverty Line

15.1%

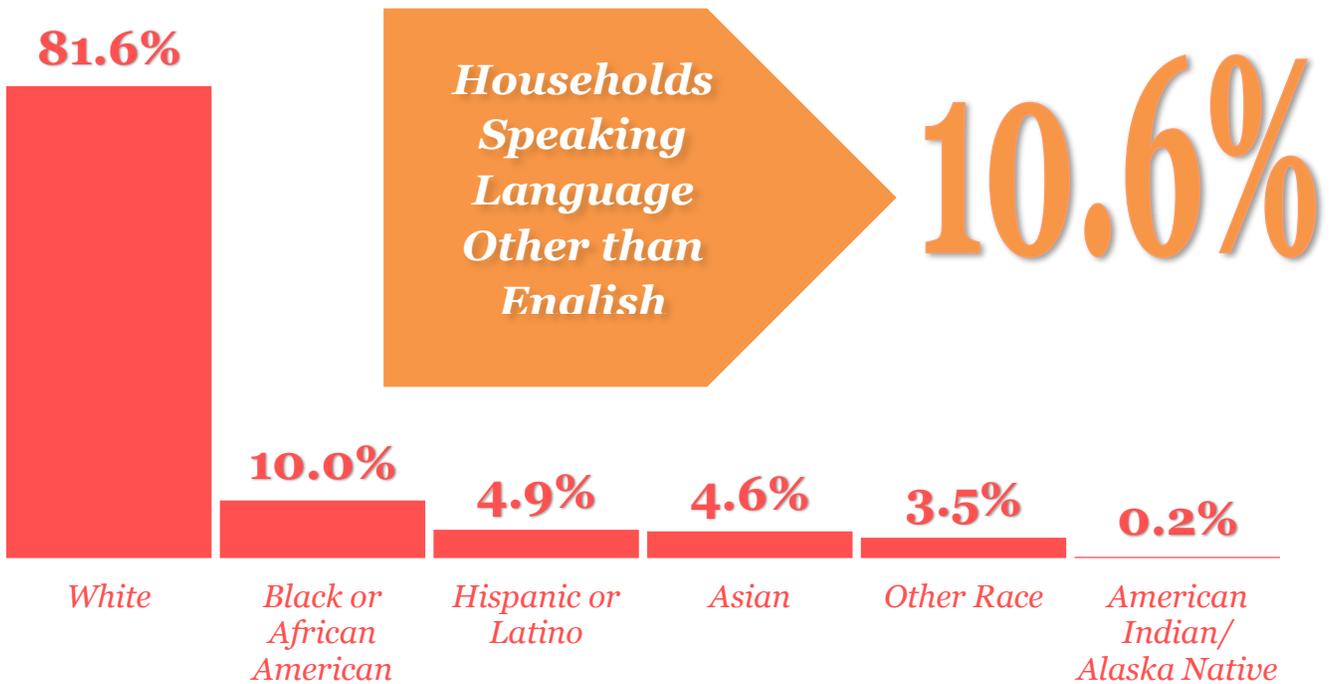


SOUTH PRECINCT



WEST _____

PRECINCT _____





Tour Sites and Tour Site Descriptions



Islamic Center of Nashville

2515 12th Avenue South, 37204
Midland Hills Precinct

Who Are We?

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

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

Connect With Us!

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

The Muslim Community

Panelists

Kasar Abdulla

Kasar.Abdulla@gmail.com

Moderator

Hasina Mohyuddin

Hmohyuddin@comcast.net

Berthena Nabaa-McKinney

Berthena.Mckinney@gmail.com

Almedhulhadi Sharif

Ahmedulhadi.Sharif@gmail.com

Officer Jiyayi Suleyman

Jiyayi.Suleyman@nashville.gov

Guided Conversationalists

Daoud Abudiab

Daoudabudiab@yahoo.com

Rashed Fakhruddin

Rfakhruddin@gmail.com

Paul Galloway

Paul@amactn.com

Aisha Lbhalla

Aisha@lovinghomecare.org

Muna Muday

Mmuday17@gmail.com

Mohamed Shukri

Bokola50@gmail.com

Zulfat Suara

Zulfat@amactn.com



First Stop: Islamic Center of Nashville

Primary Focus of This Visit: The Muslim Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

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

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

⊕ **MY Primary Takeaway:**



Casa Azafrán

2195 Nolensville Pike, 37211
South Precinct

Who Are We?

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

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

Connect With Us!

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

The Latino & New American Communities

Panelists

Sergeant Alfredo Arevalo

Alfredo.Arevalo@nashville.gov

Alvaro Manrique Barrenechea

Alvaro@tnjfon.org

León Berrios

Leon.Berrios@hispanicfamilyfoundation.com

Tasha M. Chusac

Tasha.Chusac@centerstone.org

Moderator

Bruce Jeffers

Jeffers.Bruce@gmail.com

Guided Conversationalists

Katerine Hernandez

Khernandez@ymcamidtn.org

Officer Citlaly Juarez

Citlaly.Juarez@nashville.gov

Vanessa Lazón

Vanessa.Lazon@nashville.gov

Officer Ky Luu

Ky.Luu@nashville.gov

Mo Silvera

Mo@tfli.org

Wade Munday

Wade@tnjfon.org

Second Stop: Casa Azafrán (Part 1)

Thoughts From Conversing With: The Latino & New American Communities

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

⊕ **Their Main Thoughts:**

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

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

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

Blues Views: The Command Conversation

Commander

John Drake

John.Drake@nashville.gov

Central Precinct

Deputy Chief

Damian Huggins

Damian.Huggins@nashville.gov

Commander

Marlene Pardue

Natalie.Lokey@nashville.gov

Midtown Hills Precinct

Commander

Terrence Graves

Terrence.Graves@nashville.gov

North Precinct

Captain

Dhana K. Jones

Dhana.Jones@nashville.gov

Special Ops

Commander

Paul Trickey

Paul.Trickey@nashville.gov

South Precinct

Lieutenant Grant Carroll

Grant.Carroll@nashville.gov

MNPD Training Academy

Drill & Ceremony Team Commander

Moderator

Second Stop: Casa Azafrán (Part 2)

Primary Focus : Blues Views: The Command Conversation

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

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

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

⊕ **MY Primary Takeaway:**



June 12, 2017

Lunch Conversation

The Conversationalists

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



June 12, 2017

Second Stop: Casa Azafrán (Part 3)

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

⊕ **Names of Conversationalists:**

⊕ **Their Main Thoughts:**

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

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

⊕ **MY Primary Takeaway:**



Oasis Center

1704 Charlotte, Suite 200 37203

North Precinct

Who Are We?

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

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

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

Connect With Us!

615.327.4455

(24 hours a day, 7 days a week)

www.oasiscenter.org

The LGBTQ Community

Panelists

LaWayne Childrey (Lawaynechildrey@gmail.com)

Dwayne Jenkins (Djenkins@nashvillecares.org)

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

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

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

Mac (Macproductionspageant@gmail.com)

Dr. Marisa Richmond (Richmondmj@aol.com)

Pam Sheffer (PSheffer@oasiscenter.org)

Moderator

Vic Sorrell (Vic.sorrell@Vanderbilt.edu)

Guided Conversationalists

Brett Perkins (Brett@outcentral.org)

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

Melissa Gordon (Melissagordon25@gmail.com)



June 12, 2017

Fourth Stop: Oasis Center

Primary Focus of This Visit: LGBTQ Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

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

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

⊕ **MY Primary Takeaway:**



Fisk University

Jubilee Hall LLC

1000 17th Avenue North, 37208

North Precinct

Who Are We?

Founded in 1866, shortly after the end of the Civil War, Fisk University is a historically black university, and is the oldest institution of higher learning in Nashville, Tennessee. Fisk produces graduates from diverse backgrounds with the integrity and intellect required for substantive contributions to society. Our curriculum is grounded in the liberal arts and we are committed to the success of scholars and leaders with global perspectives.

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

Connect With Us!

615-329-8500

www.fisk.edu



June 12, 2017

The African American Community

The Conversationalists

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

Fifth Stop: Fisk University

Primary Focus of This Visit: The Black Community

⊕ **Names of Panelists:**

⊕ **Their Main Thoughts:**

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

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

⊕ **MY Primary Takeaway:**



Helpful Information and Resources

WWW.POLICE.NASHVILLE.ORG

South Precinct.....615-862-7744
Commander Paul Trickey
Community Affairs Sgt. Rafael Fernandez
Crime Analysis Off. John Neely
Investigations Lt. Randy Alexander
SOUTH TIP LINE 880-3816 * (MAY REMAIN ANNOYOMOUS)

West Precinct.....615-862-7747
Commander Marlene Pardue
Community Affairs Sgt. Steve Linn
Crime Analysis Off. Jamie Snyder
Investigations Lt. Robert Durbin

Central Precinct.....615-862-7611
Commander John Drake
Community Affairs Sgt. Rickey Bearden
Crime Analysis Off. Scott Miller
Investigations Lt. Brian Anderson

East Precinct.....615-862-7600
Commander David Imhof
Community Affairs Sgt. Michael Fisher
Crime Analysis Off. Dan Layne
Investigations Lt. Lee Dupie

North Precinct.....615-862-4410
Commander Terrence Graves
Community Affairs Sgt. Mitch Kornberg
Crime Analysis Off. Robert Kerpka
Investigations Lt. Daniel Newbern

Hermitage Precinct...615-880-1776
Commander Preston Brandimore
Community Affairs Sgt. Jeff White
Crime Analysis Off. Troy Meadows
Investigations Lt. Charles Carter

Madison Precinct.....615-880-3111
Commander Sebastian Gourdin
Community Affairs Sgt. Curt Capps
Crime Analysis Off. Alejandro T Ramos
Investigations Lt. William Mackall

Midtown Hills Precinct...615-880-1411
Commander Natalie Lokey
Community Affairs Sgt. Michelle Jones
Crime Analysis Off. Clyde Stambaugh
Investigations Lt. Joe Towers

Other MNPD Numbers

NON EMERGENCY 615-862-8600

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

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

WWW.CRIMEMAPPING.COM

Other Miscellaneous Numbers

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



June 12, 2017

Top 5 Unknown Facts about Islam & Muslims

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

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

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

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

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

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

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

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

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

IMPLICIT BIAS

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

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

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

Further reading

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



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

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

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



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

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

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



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

Visit the National Initiative online at trustandjustice.org.



June 12, 2017

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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



June 12, 2017

Clarifying Common LGBTQIA Terms



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

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

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

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

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

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

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

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

Agency (Domestic Violence)	Contact Information
<p>Family Law and Domestic Violence Clinic at Vanderbilt Law School Clinic primarily represents clients in cases involving orders of protection, custody, and visitation issues between parties who have never been married.</p>	<p>131 21st Avenue South, 37203 615-322-4964</p>
<p>Domestic Violence Support Groups through YWCA Nashville & Middle Tennessee 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>	<p>1608 Woodmont Blvd., 37215 615-269-9922</p> <p>For times and locations, contact the 24-hour Crisis and Helpline: 1-800-334-4628 615-242-1199 (YWCA)</p>
<p>Kelly Miller Smith Center Against Abusive Behavior (KMSCAAB) Provides weekly counseling and education for perpetrators of assault to reduce violence and abusive behavior. Services include domestic violence classes, substance abuse education, anger management, violence prevention, and counseling.</p>	<p>460 10th Circle North, 37203 615-256-1904</p>
<p>Magdalene House/Thistle Farms Provides assistance to victims of abuse, trafficking, addiction, and prostitution. Assists women in finding work, returning to school, or entering Magdalene's job training program at Thistle Farms. Free, two-year program includes housing, food, medical and dental needs, and counseling.</p>	<p>5122 Charlotte Pike, 37209 615-298-1140 www.thistlefarms.org</p>
<p>Metro Nashville Police Department — Domestic Violence Division Assists with completing and filing orders of protection. Also offers weekly support groups.</p>	<p>811 2nd Ave South, 37210 615- 880-3000 (8am-10pm) 615-862-8600 (after 10pm) Night Court Administrator: 615-862-4628</p>
<p>OUR KIDS Center Provides expert medical evaluations and crisis counseling services in response to concerns of child sexual abuse.</p>	<p>1804 Hayes Street, 37203 615-341-4911</p>
<p>Morning Star Sanctuary Provides refuge for victims of domestic violence. Services include Emergency residence, transitional housing, children's programs, and court advocacy.</p>	<p>615-860-0188 (site) 615-860-0003 (24-Hour Crisis Line) www.morningstarsanctuary.org</p>
<p>Sexual Assault Center Provides healing for children, adults and families affected by sexual assault and sexual violence through counseling, education, and advocacy.</p>	<p>101 French Landing Drive, 37228 615-259-9055 1-800-879-1999 (Crisis & Support Line)</p>
<p>Tennessee Coalition Against Domestic and Sexual Violence The Coalition provides legal advice and representation to victims of domestic or sexual violence throughout Tennessee.</p> <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>2 International Plaza, Suite 425, 37218 615-386-9406 www.tcadsv.org</p> <p><i>For Immigrant Legal Clinic:</i> 615-386-9406 (Tues/Thurs 8:30-12:30 PM).</p>

Tennessee Domestic Violence Hotline	1-800-356-6767
The Jean Crowe Advocacy Center Increases safety of domestic violence victims in a safe, supportive, and convenient location. Offers court navigation, assistance with completing orders of protection, and support for additional victim-centered services.	100 James Robertson Parkway, Suite 114, 37201 615-880-2255 or 615-862-4767
The Mary Parrish Center for Victims of Domestic Violence and Sexual Assault Provides therapeutic transitional living and counseling/educational services to women and children who have become homeless as a direct result of domestic and/or sexual violence. This group can also assist a client to get an Order of Protection.	Toll-Free: 866-475-1684 615-256-5959 www.maryparrish.org

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

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

Agency (Housing)	Contact Information
Habitat for Humanity of Greater Nashville Provides people with life-changing opportunity to purchase and own quality, affordable homes.	2950 Kraft Drive, Suite 100, 37204 (615) 254-4663 http://www.habitatnashville.org
Metropolitan Development and Housing Agency (MDHA) Creates affordable housing opportunities for Davidson County residents.	701 South 6th Street, 37206 (615) 252-8400 http://www.nashville-mdha.org
Middle Tennessee Supported Living (Disabled Adults only) Provides a wide array of services, which include Supported Living, Community Based Day, Nursing and Supported Employment for disabled adults.	1161 Murfreesboro Road, 37217 (615) 367-0592 http://www.midtn.org
Nashville Launch Pad Volunteers Launch Pad is the only LGBTQ-inclusive shelter in Nashville created specifically to serve homeless youth between the ages of 18 and 24.	Nashvillelaunchpad@gmail.com Twitter: @Nashlaunchpad
Needlink Offers emergency financial assistance for past-due utility bills or income-based rent (Section 8, MDHA, Urban Housing, <i>etc.</i>)	1600 56 th Avenue North, 37209 615-269-6835 www.needlink.org
Open Table Emergency warming shelters when temperatures fall below 25 degrees. Provides dinner, basic medical needs, <i>etc.</i> Assists with obtaining resources like ID cards, birth certificates, Social Security cards, food stamps, employment, housing, and many, many additional needs.	615-254-7958 www.opentablenashville.org
Park Center Offers recovery Services, including: Co-occurring disorder program, Psychiatric rehabilitation for adults; Residential services, Emerging adults, and Homeless outreach.	Has multiple locations. Information and Referral Specialist 615-724-6278 http://www.parkcenternashville.org
Rooftop Provides emergency rental/mortgage/ to individuals and families in Davidson County to prevent homelessness.	3511 Gallatin Rd, Suite 202, 37216 615-815-9012 http://rooftopnashville.org/get-help
Room In The Inn Shelter Services: Recuperative Care for the Medically Fragile, Housing for those Awaiting Alcohol & Drug Treatment Programs, Transitional Housing for the Chronically Homeless, Transitional Housing for Veterans, Short-Term & Long-Term Storage, Secure Document & Medication Storage, On-campus, permanent, affordable housing.	705 Drexel Street, 37203 615-251-7019 http://www.roomintheinn.org
Urban Housing Solutions Provide affordable Housing choices for persons with limited means.	822 Woodland Street, 37206 615-726-2696 http://urbanhousingolutions.org
Metropolitan Action Commission Provides educational opportunities and various support services to help with the basic household expenses of families with low-incomes in an effort to maintain or establish stable living conditions: Utility Assistance, Household Assistance, Food Service Program for Children and Youth, Adult Education Program, Early Head Start Program, Head Start Program.	800 2nd Avenue North, 37201 (615) 862-8860 www.nashville.gov/Metro-Action-Commission.aspx

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

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

Agency (Intensive Transitional Programming)	Contact Information
<p>Center of Hope: Salvation Army (for Families and Single Women) Provides safe, affordable transitional housing and social work case management for families and single women who are homeless, in job training, treatment or recovery programs, or who are victims of abuse and neglect.</p>	<p>631 Dickerson Road, 37207 615-242-0411 www.salarmy-nashville.org</p>
<p>Dismas House (for Men) Provides transitional housing for men released from a correctional facility in TN. Residents are supported and expected to secure legitimate, adequate income and long-term housing.</p>	<p>1513 16th Avenue South, 37212 615-297-9287 www.dismas.org</p>
<p>Matthew 25 (for Men) Safe and supportive transitional housing, job placement assistance, alcohol and drug counseling, life skills training, housing location services to homeless men.</p>	<p>625 Benton Avenue, 37204 615-383-9577 www.matthew25helps.com</p>
<p>Men of Valor (for Men) For currently incarcerated men, services include pre-release curriculum, new clothing, job placement, bus passes, transitional housing, assistance securing ID cards, mentoring, and additional resources.</p>	<p>1410 Donelson Pike, Suite B-1, 37217 615-399-9111 www.men-of-valor.org</p>
<p>Mending Hearts (for Women) Provides residential, recovery-oriented community for women seeking to change form life of addiction to drugs and/or alcohol. Includes relapse prevention, counseling, education, financial planning, housing, workforce development, case management, life coaching, treatment, and clothing.</p>	<p>615-385-1696 www.mendingheartsinc.org</p>
<p>Operation Stand Down Provides comprehensive services to honorably discharged veterans, including housing, job acquisition, one-on-one job readiness, medical, legal, health care assistance, and applying for benefits, e.g., Social Security and Veterans Administration</p>	<p>1125 12th Avenue South, 37203 615-248-1981 www.osdnashville.org</p>
<p>Phases (for Women) A transitional living environment for women on the journey back from drug and alcohol addiction. Offers programming and structure in the form of a temporary buddy system. Assists residents to obtain and maintain steady employment.</p>	<p>615-832-9330 www.phasesinc.com</p>
<p>Recovery Community Provides safe, affordable transitional housing for people with alcohol and drug addictions. Assists with state-licensed outpatient treatment, drug court housing, alternative sentencing, co-occurring housing, clinical supervision, case management, relapse prevention, and life skills programs.</p>	<p>615-569-3174 www.recoverycommunity.org</p>
<p>Renewal House (for Mothers) This residential program for mothers offers safe, drug-free living combined with wrap-around services including intensive case management, life skills and parenting education, and vocational assistance. Mothers and children reside in fully-furnished independent apartments while mom receives treatment for her addiction.</p>	<p>615-255-5222 www.renewalhouse.org</p>
<p>The Next Door (for Women) Residential living programming that provides support services to women with and addiction to alcohol and/or drugs. Services include weekly case management, job placement, detoxification, partial hospitalization programs and intensive outpatient treatment.</p>	<p>402 22nd Avenue North, 37203 615-251-8805 www.thenextdoor.org</p>

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

Agency (Advocacy)	Contact Information
<p>Bridges Serves the deaf, hard of hearing and hearing communities</p>	<p>http://bridgesfordeafandhh.org/ 935 Edgehill Ave., 37203 Voice/TTY 615-248-8828 Video Phone Local 615-290-5147</p>
<p>Disability Law & Advocacy Center of Tennessee Advocates for the rights of Tennesseans with disability to ensure they have an equal opportunity to be productive and respected members of society.</p>	<p>2 International Plaza, Suite 825, 37212 800-342-1660 www.dlacth.org</p>
<p>Family Resource Centers of Nashville Part of the United Way’s network of one-stop shopping for health and human service needs, including meal deliver, food boxes, holiday assistance to children, seniors and families, and education, tutoring, mentoring, recreation and enrichment activities.</p>	<p>Locales Throughput Nashville Call United Way Helpline: 2-1-1 www.unitedwaynashville.org/community-impact/neighborhood-resource-centers</p>
<p>Fifty Forward FiftyForward enriches the lives of adults 50+ by providing pathways to health, well-being and lifelong learning including the Senior Adult Legal Clinic and additional advocacy services.</p>	<p>108 Donelson Pike, 37214 615-883-8375 www.fiftyforward.org</p>
<p>Legal Aid Society of Middle Tennessee and the Cumberlands A private, non-profit organization that provides free legal services to people with low income. They do not take criminal cases--only do civil cases – cases where you yourself will not be sent to jail.</p>	<p>300 Deaderick Street, 37201 615-244-6610 www.las.org</p>
<p>Metro Human Relations Commission The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health, and general welfare of all people in Nashville and Davidson County. The Commission’s work is organized around a theme of “One City for All People” and addresses issues related to education, training, advocacy, and compliance.</p>	<p>404 James Robertson Parkway, Suite 130, 37219 615-880-3370 www.nashville.gov/Human-Relations-Commission</p>
<p>Oasis Center 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>Progreso Community Center We organize and build the capacity of members of the Hispanic community for our wellbeing and the community at large.</p>	<p>5666 Nolensville Pike, Nashville, 37211 615-365-9002, 615-367-362 www.progresocommunitycenter.org</p>
<p>Tennessee Justice Center Seeks justice for Tennessee’s vulnerable populations through the courts, in administrative proceedings and before legislative bodies. Addresses needs not met by any other agency.</p>	<p>301 Charlotte Avenue, 37201 615-255-0331 www.tnjustice.org</p>
<p>Tennessee Transgender Political Coalition (TTPC) The Tennessee Transgender Political Coalition is an organization designed to educate and advocate on behalf of transgender related legislation and is dedicated to raising public awareness and building alliances.</p>	<p>P.O. Box 158516, 37215 615-293-6199</p>

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

Agency (Medical and Dental Services)	Contact Information
<p>Faith Family Medical Center A primary care medical clinic serving the uninsured working people and their families. Patients pay between \$20 and \$50 per visit based on their income and number of dependents. By appointment only.</p>	326 21 st Avenue North, 37203 615-341-0808 www.faithmedical.org
<p>Interfaith Dental Clinic of Greater Nashville Restores, protects and improves the oral health of uninsured, low-income working people, their children, and the elderly in Middle Tennessee through access to affordable quality dental care, oral disease prevention services, and oral health education.</p>	1721 Patterson Street, 37203 615-329-4790 www.interfaithdentalclinic.com
<p>Metro Public Health Department Protects, improves, and sustains the health and well-being of all people in Metropolitan Nashville through comprehensive health and dental care services.</p>	Locales Through Nashville For Appointments Call: 615-340-5616
<p>Matthew Walker Comprehensive Health Center Provides medical, dental, pharmacy, health insurance enrollment and many other services related to health care and wellness.</p>	1035 14 th Avenue North, 37208 615-327-9400 www.mwchc.org
<p>Nashville General Hospital at Meharry Provides services designed to improve the health and wellness of Nashville by providing equitable access to coordinated patient-centered care, supporting tomorrow's caregivers, and translating science into clinical practice.</p>	1818 Albion Street Fisk/Meharry, 37208 615-341-4000 www.nashvillegeneral.org/
<p>Neighborhood Health Services 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>Siloam Family Health Center As a charitable clinic for the uninsured, Siloam prioritizes care for those with no other options. Patients contribute towards the cost of care according to their capacity, but no one is turned away because of inability to pay. Siloam has developed trusting relationships with numerous ethnic communities through a commitment to affordable, high quality, and culturally sensitive care and is a magnet for longtime Nashvillians as well as a diverse array of Nashville's neediest new neighbors from over 80 different nations.</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	www.aacanashville.org
Alliance Francaise Nashville	Cultural	www.afnashville.org
The American Muslim Advisory Council	Cultural Civic	www.amactn.com
Armenian Church of Nashville	Religious	www.armenianchurchofnashville.org
Baha'i Faith Center Nashville	Religious	www.nashvillebahai.org
Bangladesh Association of Nashville	Cultural Charity	www.banashville.com
Bengali Association of Greater Nashville	Cultural	www.bagnonline.com
Bridges	Cultural Civic	http://bridgesfordeafandhh.org
Buddhist Association of Nashville	Religious	http://thebuddhisttemple.org
Casa de la Cultura Latino Americana	Cultural	www.facebook.com/CCLANashvilleTN
Catholic Charities of Tennessee	Religious Charity	www.cctenn.org
Celebrate Nashville	Cultural	www.celebratenashville.org
Center for Refugees and Immigrants of Tennessee	Charity	www.centerforrefugees.org
Chinese Arts Alliance of Nashville	Cultural	www.chineseartsalliance.org
Conexión Americas	Cultural	www.conexionamericas.org
Consular Office of Japan in Nashville	Government	www.nashville.us.emb-japan.go.jp
Egbe Omo Yoruba of Tennessee	Cultural	www.facebook.com/EgbeOmoYorubaTN
Faith and Culture Center	Religious Civic	https://faithandculturecenter.org
Family of Abraham	Religious Civic	www.facebook.com/FamilyOfAbraham
Global Education Center Nashville	Cultural	www.globaleducationcenter.net
Healing Hands International Nashville	Charity	www.hhi.org
Hispanic Organization for Progress and Education	Education	www.facebook.com/HOPE.TN
Igbo People of Nigeria Association Nashville	Cultural	http://igboassociationnashville.org

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

Salahadeen Center of Nashville	Religious	www.scntn.org
Scottish Society of Middle Tennessee	Cultural	www.midtnscots.org
Siloam Health Center	Civic	www.siloamhealth.org
Sister Cities Nashville	Cultural	www.scnashville.org
Sri Ganesha Temple and Hindu Cultural Center of Tennessee	Religious	www.ganeshatemple.org
Swiss Society of Nashville	Cultural	www.swissocietyofnashville.org
Task Force on Immigrants and Refugees	Civic	www.facebook.com/Nashville-Task-Force-on-Refugees-Immigrants-126354997444344
Tennessee Chinese Chamber of Commerce	Business	www.tccc.us
Tennessee Classical Association	Education	www.vroma.org/~rsellers/tca.html
Tennessee Disability Coalition	Civic	www.tndisability.org
Tennessee Equality Project	Civic	http://tnequalityproject.org
Tennessee Foreign Language Institute	Education	http://tfli.org
Tennessee Immigrant and Minority Business Group	Business	www.timbg.org
Tennessee Immigrant and Refugee Rights Coalition	Charity	www.tnimmigrant.org
Tennessee Latin American Chamber of Commerce	Business	www.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

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

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

9 Amharic

3 Arabic

7 Burmese

1 English

10 Karen

4 Kurdish

8 Nepali

6 Somali

2 Spanish

5 Vietnamese

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

25-50

51-75

76-100

101-125

126-150



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

Buddhism

Christianity

Hinduism

Taoism

Islam

Confucianism

Judaism

Animism



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

1960



Circle the names of the Americans who were once refugees:

Madeleine Albright

Gloria Estefan

Albert Einstein

Henry Kissinger

Andy Garcia

Iman



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

30%



June 12, 2017

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

Mark Eatherly

Director of Operations

Mel Fowler-Green

Executive Director

Barbara Gunn Lartey

Director of Community Engagement

Sam Perez

Director of Policy and Research

Stay Connected

Facebook.com/NashMHRC
Twitter.com/1City4AllPeople

Phone: 615.880.3370

Fax: 615.880.3373

Website: 1City4AllPeople.com

Email: mhrc@nashville.gov

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