

Hello, and thank you for your interest in our department. As the Bureau Chief over the hiring and recruitment of police officers, it is important to be able to address questions from our community about the MNPD and about our commitment to our community.

It is not our spoken or written words that the public finds trust in. It is our actions that truly promote the public trust. Below you will find a representation of our actions as a department to ensure we are following the best practices and seeking the best outcomes for our department, the Nashville Government and our community. If you believe this information is helpful and provides valuable information about your police department, please feel free to share the information.

1. The MNPD is nationally accredited by the Commission on Accreditation for Law Enforcement ([CALEA](#)) at the Gold Standard. (The highest standard)
2. The MNPD [Training Academy](#) is also separately accredited by CALEA at the Gold Standard. (The highest standard)
3. The MNPD is separately accredited by the [Tennessee Association of Chiefs of Police](#).
4. The MNPD Training Academy requires ALL MNPD employees to have **twice the hours** of training required for POST certification or that is provided by the state to most Tennessee Law Enforcement Officers.
5. The MNPD [El Protector Program](#) has been recognized as one of the best in the United States for outreach to Hispanic communities by the [Vera Institute of Justice](#).
6. The [Department of Justice](#) (DOJ) has identified the MNPD Behavioral Health Services and Victim Intervention program as a National Model.
7. The MNPD [Crime Lab](#) is accredited through ANSI-ASQ National Accreditation Board; it is the largest multi-disciplinary accreditation body in North America.
8. The MNPD is an organization driven by transparency and accountability. Click on the MNPD web page and you can instantly communicate directly with any leader in the MNPD and the [Office of Professional Accountability](#). (Try doing that in other government or private agencies.)
9. The MNPD Compstat process is open to the public every Friday to openly discuss crime victims and prevention strategies. Each meeting is started with a story of how one of our officers made a positive impact on the victim of a crime or performed an act of community service. [Weekly Compstat Reports](#) are available online for the public to view.
10. The MNPD utilizes Memorandum of Understanding's with local and other state universities to further advance law enforcement efforts.
11. The MNPD has supported almost 700 community or neighborhood groups and attended or participated in over 2,200 meetings annually in our communities, discussing community issues.
12. The MNPD has full time staff (Community Coordinator Sergeants) assigned to each Precinct to specifically address issues, engage, and interact with the communities.
13. The MNPD makes it easy for residents to determine which is their local precinct simply by [entering their address](#).
14. The MNPD is currently working with the US Department of Justice on pilot project (Public Safety Partnership) implementing teams of Community Engagement Officers.
15. The MNPD is working with local and surrounding county universities to create a pipeline from college to career with MNPD.

16. MNPD [Behavioral Health Services](#) and [Victim Intervention Program](#) have been designated by the [IACP](#) as model victim assistance programs.
17. Vanderbilt conducted a city wide survey of government institutions and the MNPD had a 84% approval rating. https://www.vanderbilt.edu/csdi/Nashville_2018_topline.pdf
18. The MNPD has a multitude of additional ongoing outreach efforts to include the following:

MNPD Community Outreach Overview

(This list is NOT all-inclusive or in any particular order.)

1. [GREAT](#) (Gang Resistance Education and Training) – Instructed by MNPD School Resource Officers during school hours. There are also approximately 6 week long camps per summer where students interact with school resource officers.
2. [Fraternal Order of Police Camps](#) (approx. 6 per summer)
3. [MNPD Christmas Charities](#)
4. Thanksgiving Basket Program: similar to the Christmas Charity program, only expands the holiday season to include Thanksgiving holiday.
5. [Shop with a Cop](#)
6. [Citizen Police Academies](#)
 - a. Adult
 - b. Collegiate
 - c. [100 Black Men](#) – [100 Kings](#)
 - d. [YWCA – Girls Inc.](#)
 - e. [F.I.N.D Design](#) (Family In Need of Direction) Youth CPA
7. [Special Olympics](#)
 - a. [Law Enforcement Torch Run](#)
 - b. Summer Games
 - c. Tip-a-Cop
 - d. Cops on Top of Donut Shops: Each year police officers volunteer to stand on the roof of neighborhood Dunkin' Donut shops to encourage customers to give a donation.
8. Strengthening Families: Program for at-risk juveniles, runaways, truant juveniles, and juveniles who have committed misdemeanors.
9. Patch trading: MNPD assists local law enforcement enthusiasts trading patches for collectors and as a segue into discussions about programs offered. In some cases, a recruiting tool.
10. Police recruits visit [Civil Rights Room](#) at the Nashville Public Library and attend [Diversity Nashville Bus Tour](#).
11. Bilingual Strengthening Families: Program for at-risk juveniles, runaways, truant juveniles, and juveniles who have committed misdemeanors where English is not the primary language in the family.
12. Handle with Care Youth [Domestic Violence Program](#) (collaboration with Metro Nashville Public Schools) provides the school or child care agency with a “heads up” when a child has been identified at the scene of a traumatic event.

13. Adverse Childhood Experiences Youth Program (collaboration with Metro Nashville Public Schools) coordinated after school programming for Metro's middle-school students.
14. [West Precinct](#) Food Pantry: Supplies nutritional and hygiene products to families in need.
15. MNPS High School Criminal Justice Competition: Students compete in several events to display their knowledge and skills learned in class. Some of the hands on events tested their prowess in real life skills police officers and investigators perform on a daily basis. The events included a high risk traffic stop, DUI traffic stop, domestic disturbance-police response, dusting and lifting fingerprints, Appellate Court, mock crime scene investigation, criminal justice trivia and a panel interview.
16. Trunk or Treat Halloween: Officers decorate their patrol vehicle trunks and give out candy/treats/gifts to children, in a safe environment. Hugely popular community event allowing MNPD to interact with younger children.
17. Coffee with a COP: Morning community fellowship program with officers from various precincts.
18. Positive Tickets: The purpose of Positive Tickets is to build relationships of trust with youth in your community and encourage good behavior.
19. [Red Cross Blood Drives](#) : Excellent police community interaction participation event.
20. [Bigs in Blue](#): Big Brothers, Big Sisters type program with Metro Officers volunteering as mentors. These relationships can help children develop into confident adults and help build stronger bonds between law enforcement and the families they serve.
21. [Police Explorers](#)
22. True Core Residential Facility – Youth offenders program for high-risk boys, ages 14 to 18, who are in need of comprehensive mental health services.
23. Male Greeter Fridays at elementary school: Beginning the school day with positive interaction with male Metro Officers as they enter school Friday mornings.
24. New student orientation at local high schools and colleges: SRO Program wherein MNPD interacts, explains MNPD role in school safety and answers questions. Another excellent opportunity for interaction with Nashville area youth. Additional benefit to recruitment efforts.
25. CRASE (Citizen's Response to Active Shooter Events) Training for churches, schools, and businesses: Very popular program to promote community safety and interaction with department. Weekly requests for trainings.
26. Residential and business site surveys: Used both for community/business engagement and tactical response training.
27. [Law Enforcement Talent Showcase](#) benefiting the [Nashville Children's Alliance](#).
28. Packing food boxes: supplying needed food to underprivileged individuals and families.
29. Touch a Truck events: Hugely popular event where community members can actually tour and "touch" emergency and first responder vehicles and equipment.
30. Mobile prescription drug pickup at assisted living apartments and [Fifty Forward](#). Collection of old unused/outdated prescription medication. Excellent interaction with Nashville's elderly community.
31. Training Academy community service projects: these vary from assisting with the [Dream Center](#), planting trees in East Nashville, [Vanderbilt Children's Hospital](#), etc.

32. [American Heart Association Heart Walk](#): Partnership with American Heart Association very visible group effort by MNPD participants.
33. Bike rodeo: Sponsored by MNPD Bicycle Patrol Units. Bike safety. Hugely popular outreach program with Nashville Youth.
34. Precinct movie night: Family movies shown in open air areas (parks, community centers). Most include BBQs or snacks.
35. Host Easter Egg Hunts: Hugely popular outreach program with Nashville Youth. Many are held at various community centers and neighborhoods.
36. [Internships](#): It is the mission of the Metropolitan Nashville Police Department's (MNPD) Internship Program to offer college students, who are interested in a law enforcement career, an enlightening, rewarding, and educational experience. Internships offered for various civilian positions within the MNPD. Excellent recruitment project.
37. Reading to school children: MNPD Officers read stories aloud to children in elementary schools.
38. [National Night Out Against Crime](#): All precincts participate in events in as many as 50 locations/neighborhoods with a high visible presence.
39. Precinct Community Engagement Teams: Dedicated team to engage local communities in myriad of initiatives (Crime prevention, safety, quality of life).
40. Community Coordinators at all precincts: MNPD Community Coordinators attend hundreds of community meetings, specifically neighborhood group meetings within each precinct's jurisdictional boundaries. Enforcement operations/initiatives are discussed with the community prior to, during and after such operations/initiatives; not just to advise the community of the operation itself, but to explain goals and anticipated actions and get feedback from the community on the success or the operation/initiative.
41. FOP Gift Card Program: Nominations for needy families' or individuals to receive \$100.00 gift cards.
42. Boyhood to Manhood Program: Assist youths with special issues in growing up in Nashville by MNPD SROs. Excellent interaction and intervention program for Nashville youth.
43. Youth Emergency Closet: Supplies toiletries and hygiene products to school children in need. Currently working with 76 children.
44. Caring Police Response Program (CPR): Similar to FOP gift card but does not require special submission or nomination.
45. Book'em Book Drive: The mission of Book'em is to create a more literate Nashville and ignite children's passion for reading through book ownership and enthusiastic volunteers. Provided over 1,000 free books to neighborhood children to promote reading skills.
46. Ride for Reading: is an organization that transports books to schools via Bicycle. The programs purpose is to get age appropriate books in the hands of children in need. Police have assisted in donating books and riding with them as they make their delivery.
47. Pencil: Program in partnership with Metro Nashville Schools. It pairs a volunteer with a student who is behind on reading. The goal is to raise the literacy rate of children who are in need. MNPD role is to be the volunteer and read to the child whilst providing a positive role model.
48. Production of "Perceptions" Police/Community video based on TSU Collegiate Police Academy study.

49. Perceptions in Profiling: Police/Community initiative utilizing blended classes to address community perceptions of police bias.
50. MNPDP Community Engagement Teams (CET): CETs are assigned to historically high crime areas wherein there may be a larger distrust of law enforcement. The teams strive to build relationships and trust in those communities by becoming a regular fixture and resource there. A large part of their work is aimed at youth and finding ways to connect with at risk kids in hopes of preventing them from becoming a victim or suspect of crime.
51. Metro Nashville Police Community Engagement Video: Video production featuring West Precinct high crime community. Residents speak about MNPDP relationships before and after Community Engagement efforts. Powerful video highlighting the increased quality of living for Nashville community. <https://www.youtube.com/watch?v=ojCokrWoRUU>
52. MNPDP Back to School Program: Provided 300 backpacks and schools supplies for children (K-12) headed back to school.
53. MNPDP School Resource Officer Guardians Video: Community Outreach video featuring MNPDP SROs: <https://www.youtube.com/watch?v=fioFKo-KPzs>
54. MNPDP Recruitment Video Production “Come Join Us!” Video. Highlights Nashville as a growing metropolitan city with a unique and diverse police department. Click on the video link and see why MNPDP excels in community outreach <https://www.youtube.com/watch?v=zBMbqzCE9T8>
55. Walk with a Cop: Initiative to address habitual tardiness by groups of children walking to school.
56. Chalk the Walk Program: Community program PD supplied chalk for kids to make “sidewalk art”. Prizes for best pictures.
57. KAPS COPS Program: After school community engagement program for kids designed to change school age children’s outlook of police.
58. Host BINGO and Santa Visits for the Elderly. Visits to retirement communities, nursing homes to actively participate in programs for elderly.
59. Donelson Day: Community event to bring both neighbors and businesses together in the Donelson community. Encourage use of local small business by neighbors.
60. Water Walkers: Community Engagement initiative where police and volunteers meet with school children on Tuesdays and Thursdays for tutoring and other needs. Celebrated by boat ride in summer, hence “Water Walkers”.
61. Community Clean-up Days: Community engagement for cleaning up trash and litter in neighborhoods.
62. Neighborhood Watch Groups: Over 400 county wide.
63. East Precinct Crime Lunch Thursday: Weekly lunch at Noble’s Restaurant every Thursday to address issues and concerns regarding crime in East Nashville to anyone who wants to attend.

Business Specific Programs

64. Mission One BBQ Partnership. Mission One BBQ restaurant has partnered with MNPDP to supply food to first responder personnel at numerous critical incidents, supplied food to food campaigns organized by MNPDP Community Coordinators and supplied food at funerals for officers killed in the line of duty. Supply continual support for MNPDP community outreach efforts.

65. Madison Rivergate Area Chamber of Commerce: Meetings multiple times per month and partner with them on events such as “Night Out Against Crime”, annual Community Breakfast and several other events. Precinct Reps attend most functions to include Madison small business ribbon cuttings and after Hours events.

66. Madison-Goodlettsville Rotary Club: Precinct reps attend Rotary Events over the course of the calendar year and are occasional guest speakers with the group during their luncheons. Several of their members are also Chamber of Commerce members.

67. Kiwanis Club: Precinct reps attend the occasional event with the Kiwanis Club to include their annual Golf tournament, Pancake Breakfast and have been guest speakers at their luncheons.

68. Madison Fifty Forward: Precinct reps have worked with Madison Fifty Forward attending many business fairs and health fairs and occasionally meeting with membership to conduct safety talks and discuss any concerns.

69. Mental Health Cooperative program called HOT Squad (Homeless Outreach Transition): One or two officers accompany Social Worker with MHC, and make contact with homeless individuals at homeless camps. The Program provides them with water/snacks, and Nathan is on scene to help them begin the process to get housing/jobs if they want. Program also helps them with bus passes to get to the SS Office or any other location they need so they can obtain documents for work/housing.

70. East Chamber: East Precinct Reps attend their meetings and are given a short segment of their agenda time to speak to the group about current happenings within the precinct and a quick overview of crime data.

71. Dickerson Rd Merchants Association: East Precinct reps actively participate in their monthly meetings.

72. The District Merchants: The DISTRICT Merchants Advisory Group is a collaboration of businesses located in the District. The DISTRICT established this group to ensure that business interests in the area have the ability to communicate effectively together and to discuss issues pertinent to the District.

73. Gulch Business Improvement District (GBID): MNPD is a part of the GBID Partnership and is an active partner in crime prevention, problem solving and addressing quality of life issues.

74. Harding Area Partnership (HAP): The group works with businesses in the Harding Place area from Nolensville Pk. to Knight Valley Dr. MNPD attend their quarterly meetings to discuss any concerns and to inform them of crime in the area.

75. Crossings Nashville Action Partnerships: The group is a non-profit organization that works with local businesses, schools, elected officials, law enforcement, and neighborhood groups to enhance the area of Southeast Nashville.

76. Largo-Linbar Business Group: The group was started in July 2018 out of the need to address crime in the area. MNPD meets every other month with a handful of business owners to discuss ways of getting the community involved.

77. Nashville Diaper Connection: The South Precinct is a drop-off site for diapers. The agency picks up the diapers and distributes them to needy Nashville families. Since inception in 2013, they have donated over 2.3 million diapers toward a goal of "No Child Wet Behind" in Nashville.

78. Lowes. This business is a major partner with our community engagement teams helping meet the needs of homeowners with small repairs. They have given us materials, tools, and guidance.

79. West Nashville Dream Center: This partnership with the Dream Center has been crucial with assisting the MNPD with engaging the community in the 40th and Clifton community. This group offers resources to low income families. (After school tutoring, life skill classes for parents, and free grocery giveaways).

80. Belle Meade United Methodist Church: This Partnership began in an attempt to meet the hunger needs of the homeless citizens who live in the West Precinct Footprint.

81. Jim and Nicks: Jim and Nicks is a national franchised restaurant chain specializing in BBQ. Jim and Nicks goal is to be a more active in the West Precinct footprint. The company has dedicated their resources for several community events.

82. Donelson Hermitage Chamber of Commerce (Women in Business): Officers meet with the Chamber monthly to share community information and receive feedback from chamber members. Officers have conducted training to the DHC Women in Business. Hermitage Precinct and the Chamber partnered to host Donelson Day.

83. Rotary Club of Donelson-Hermitage: Officers meet with the Rotary Club and join them in after school activities to help in their mission of “Together, we see a world where people unite and take action to create lasting change — across the globe, in our communities, and in ourselves.”

84. Elijah's Heart: Officers help with the Walk of Love and Weekly Fresh Food Truck. Walk of Love- Officers help deliver food, personal items and health products to every apartment in Sudekum / Napier (over 800). Weekly Fresh Food Truck- Officers organize and help residents and homeless people shop for food free of charge.

85. Fifty Forward Donelson Station: Officers partner with Fifty Forward to meet and bring safety presentation to the senior community.

86. Opry Mills: Officers meet and work with Opry Mills Management and Tenants by providing safety presentations, individualized attention to each store's needs and direction with traffic issues.

87. Ryman Hospitality Properties: Officers meet quarterly with Ryman Hospitality Safety and Security to go over issues and successes from the previous quarter and notify each other of the upcoming events and activities.

88. Metropolitan Nashville Airport Authority: Hermitage Precinct and Airport Police work closely to insure the safety and quality of life for guests visiting Nashville. Airport Police joins Hermitage Precinct several times a month at precinct COMPSTAT meeting.

89. Midtown-North Alliance: This business group works to address issues in the area of Charlotte Ave. - Church St. to improve business opportunities and address community problems. The goal of our MNPDP's partnership with this organization has been to address issues that they were experiencing with trespassing, loitering, and drug use in BBQ alley.

90. WEBA (West End Business Association): A business group that primarily has businesses on West End Avenue. Their goal is to share information on crime in the area that could affect business.

91. MDHA: MNPDP has been working with MDHA in the area of Edgehill since December of 2018. The MOU specifically states it's for public housing only. This has given the MNPDP numerous opportunities to spend quality time in that neighborhood.

El Protector Programs:

- El Protector Summer Youth Camp (was called the Hispanic Teen Academy)
- El Protector Fall Youth Camp (added the fall version of the above Summer Youth Camp after overwhelming response)
- [Dando Valor](#) Domestic Violence Program (collaboration with D.A.'s Office)
- Youth soccer tournaments
- Health and Safety Fairs
- Community baby showers
- Zumba classes
- Fire Safety Fair
- Annual Latin American Festivals

- Christmas Parties for Special Needs Children
- Hispanic radio stations
- El Protector Facebook Apartment Complex Meetings for Hispanic Community
- Annual Upper School Career Days
- Assist [MNPD Recruitment](#)
- El Protector Back to School Supplies Giveaways
- El Protector Blood Drive

Note: This is not a complete list of community outreach initiatives for MNPD. Many individual officers participate in outreach efforts on a daily basis, not only in an on-duty status, but many times volunteering their personal time to this effort.

Thank you in advance and please remember that we are always hiring!

A handwritten signature in black ink that reads "J. Damian Huggins". The signature is written in a cursive style with a long horizontal flourish at the end.

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