

Hello, and thank you for your interest in our department. Members of our community may ask questions about the Metropolitan Nashville Police Department (MNPD) and what we do to train officers, gain community trust and to engage our community. As the Bureau Chief over the Hiring and Recruitment of officers, it is important to be able to address questions from our community about our organization.

Here are a few pieces of information that I believe are worthy of consideration when informing or educating members of our community about this department. If you believe this information educates and informs your community members or addresses questions or concerns they may have, 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 MOU'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) - Camps (approx. 5 per summer), classes, families
2. [Fraternal Order of Police Camps](#) (approx. 6 per summer)
3. [MNPD Christmas Charities](#)
4. [Shop with a Cop](#)
5. [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
6. [Special Olympics](#)
 - a. [Law Enforcement Torch Run](#)
 - b. Summer Games
 - c. Tip-a-Cop
7. Strengthening Families
8. Police recruits visit [Civil Rights Room](#) at the Nashville Public Library and attend Diversity Nashville Bus Tour
9. Bilingual Strengthening Families
10. Handle with Care youth [Domestic Violence Program](#) (collaboration with Metro Nashville Public Schools)
11. Adverse Childhood Experiences youth program (collaboration with Metro Nashville Public Schools)
12. [West Precinct](#) Food Pantry
13. MNPS High School Criminal Justice Competition
14. Trunk or Treat Halloween
15. Coffee with a COP
16. Positive Tickets
17. [Red Cross Blood Drives](#)
18. [Bigs in Blue](#) – Big Brothers, Big Sisters
19. [Police Explorers](#)
20. True Core Residential Facility – Youth Offenders
21. Male Greeter Fridays @ elementary school
22. New student orientation at local colleges
23. Active Killer Training for churches, schools, businesses
24. Residential and business site surveys

25. [Law Enforcement Talent Showcase](#) benefiting the [Nashville Children's Alliance](#)
26. Packing food boxes
27. Touch a Truck events
28. Mobile prescription drug pickup at assisted living apartments and [Fifty Forward](#)
29. Training Academy community service projects – these vary from assisting with the [Dream Center](#), planting trees in East Nashville, [Vanderbilt Children's Hospital](#), etc.
30. [American Heart Association Heart Walk](#)
31. Bike rodeo
32. Precinct movie night
33. Host Easter Egg Hunts
34. [Internships](#)
35. Reading to school children

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

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



Damian Huggins
Deputy Chief
Metropolitan Nashville Police Department
Administrative Services Bureau
615-880-1334
damian.huggins@nashville.gov