

Metropolitan Nashville Community Review Board Annual Report FY2024



Nashville Community Review Board

Integrity. Transparency. Accountability. Trustworthiness.





NASHVILLE RIVERFRONT (2024)

COMMUNITY REVIEW BOARD CHAIR'S REMARKS

Dear Nashville Community,

The past year has been a testament to the power of perseverance, collaboration, and community resolve, which you will see in this annual report. We are pleased to share some significant achievements that underscore the Nashville Community Review Board's commitment to fostering public safety, transparency, and accountability.

We successfully obtained outside counsel for the Board, increasing independent and unbiased legal guidance. This vital step reinforces our ability to essentially operate autonomously and effectively in our oversight role. Additionally, we engaged in meaningful negotiations with the Metropolitan Nashville Police Department, culminating in a fair and consistent memorandum of understanding. These agreements strengthen our framework for transparent and cooperative oversight.

In 2024, we also passed bylaws that solidify the foundation of our work and adopted a zero-tolerance sexual misconduct policy. This policy represents a critical step forward, sending a clear message that misconduct of any kind will not be tolerated. It reflects our commitment to creating a safer, more supportive environment for all individuals—both within MNPd and throughout the city.

This progress has not come without opposition. Yet, the Nashville community remained steadfast, refusing to be silenced. Together, we demanded a voice and a seat at the table of public safety. As a result, we are advancing toward our shared goal: equitable public safety and a healthy, respectful, and transparent relationship between law enforcement and all residents of Nashville–Davidson County. We are proud of the work accomplished and remain committed to ensuring that every resident feels safe, valued, and heard. Thank you for your continued support and partnership in this important work.

In Service,

Alisha Haddock

BOARD CHAIR

COMMUNITY REVIEW BOARD





Nashville Community Review Board

POLICE ACCOUNTABILITY MATTERS!

INDEPENDENCE • INTEGRITY

TRANSPARENCY



ACCOUNTABILITY • INTEGRITY

"Injustice is a threat to justice everywhere"

A LETTER TO THE NASHVILLE COMMUNITY

Greetings, Friends and Neighbors of Nashville:

For this annual report, we made an intentional change—organizing it around our fiscal year rather than the calendar year—to more accurately reflect the meaningful transitions our organization and Board navigated during this time.

Where do I start? The state preemption, the reconstitution of the agency, the hurt, the disbelief, and the anger. Navigating the raw emotions of 2023 left us with the resilience necessary to keep moving forward.

We spent the first six months educating the community on the new laws and ensuring that everyone knew we were still open to receive police misconduct complaints. We pushed for a Memorandum of Understanding (MOU) with MNPD that established how our agencies would collaborate on record sharing. We also hired new personnel to support our mission and vision. Our staff worked relentlessly to create a zero-tolerance sexual misconduct policy for MNPD, which was adopted. It is the first of its kind in any law enforcement agency across the State of Tennessee, and portions of the language were also adopted by the Metro Government Human Resources Department.

Those are just a few of the milestones we accomplished with your continued support. When we called on you, you showed up. When we hit a wall, you gave us that extra push to keep going. When we felt like giving up, you stood with us in solidarity, holding our arms up.

We would not be this far along without the dedication of **YOU**, the Nashville Community. You trusted us to build upon the lessons learned as a Community Oversight Board, and I believe we have delivered on what you asked of us.



I am grateful for the opportunity to lead the Nashville Community Review Board into this new season. It has taken courage, strength, and an unwavering commitment to stay the course that has been set before us, and we are up for the challenge.

I will leave you with this quote from an anonymous writer that deeply resonates with me: “Strength doesn’t come from what you can do. It comes from overcoming the things you once thought you couldn’t do.”

We look forward to your continued support and our collaborative work in the coming year. Your voice matters and we appreciate you; we see you; we hear you.

With gratitude & thanks,

Jill Fitchard

**EXECUTIVE DIRECTOR
NASHVILLE COMMUNITY REVIEW BOARD**

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OUR STORY: ESTABLISHMENT OF THE NCRB

Nashville’s original Community Oversight Board was created by voters in 2018 after decades of community advocacy and the tragic high-profile, fatal police shootings of Jocques Clemmons and Daniel Hambrick, that renewed calls for independent oversight in Nashville. Community groups organized citywide, ultimately leading to a successful charter referendum supported by more than 134,000 residents. The resulting Community Oversight Board represented a significant community-driven effort to strengthen police accountability.

The Community Review Board was established in 2023 through the approval of BL2023-1990, a 2023 ordinance that restructured the former Community Oversight Board to comply with Tennessee’s Public Chapter 454 of the Public Acts of 2023. Public Chapter 454 required Nashville to dissolve the Community Oversight Board’s charter structure and replace it with a police advisory and review committee. To retain local oversight, the Metro Council adopted an ordinance forming the Community Review Board within the new legal framework. Unlike the former 11-member Community Oversight Board, which allowed for direct community nominations, the Community Review Board consists of 7 members appointed by the Mayor and confirmed by the Council. Board members must be Davidson County voters with reputations for fairness and public service, and must complete the Metro Nashville Police Department (MNPD) citizen police academy within six months of appointment. Members serve staggered three-year terms and are unpaid volunteers.

Under the new structure, the Community Review Board’s main focus is to review police misconduct complaint investigations. The executive director receives complaints from civilians and forwards them to MNPD’s Office of Professional Accountability (OPA). When investigations are completed the investigation files are sent to the Community Review Board for review to ensure they are thorough, fair, and complete before presenting them to the Board. The Board’s decision is sent to the Chief of Police and/or Mayor for review and then uploaded on Nashville.gov.

Both the Board and the executive director follow strict confidentiality, conflict-of-interest, and record-keeping requirements. While its authority differs from the original Community Oversight Board, the Community Review Board preserves a mechanism for police accountability and supports Nashville’s ongoing commitment to transparency and building trust in law enforcement.



STOP THE BULLYING EVENT (2025)

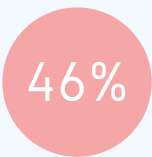
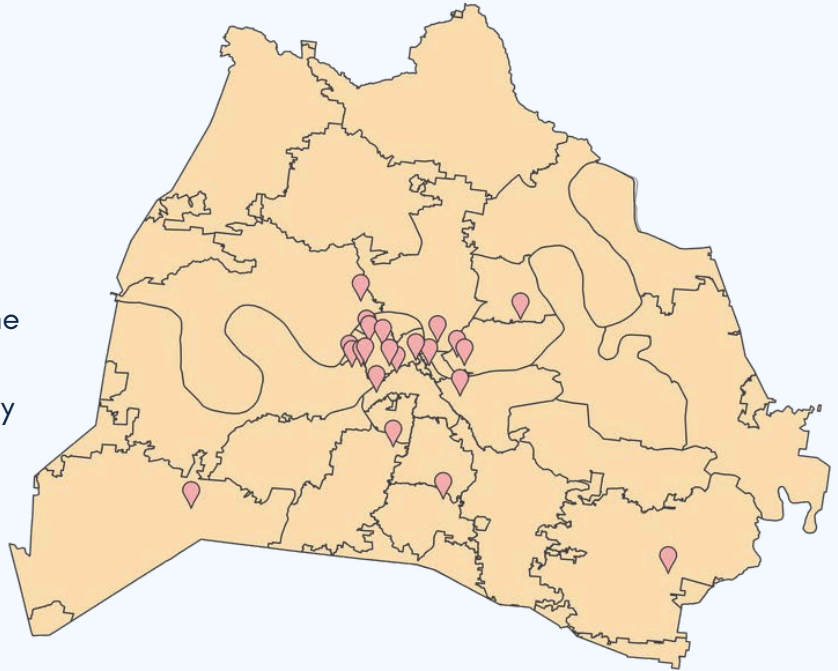
HIGHLIGHTS

In 2024, the Nashville Community Review Board (NCRB) strengthened its independence, transparency, and oversight impact.

The Board secured outside legal counsel, finalized a renewed memorandum of understanding with MNPd, and adopted new bylaws to support clear, consistent operations. The NCRB also pushed forward a zero-tolerance sexual misconduct policy for MNPd, which the department later adopted, reinforcing the Board’s commitment to accountability and safety in Nashville.

Amid challenges, Nashville residents continued to advocate for equitable public safety, helping move the city toward a more transparent and collaborative relationship between law enforcement and the community.

COMMUNITY EVENT LOCATIONS IN FY2024



OF CLOSED CIVILIAN COMPLAINTS RESULTED IN CRRS



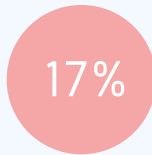
CIVILIAN COMPLAINTS RECEIVED



NEW BOARD MEMBERS APPOINTED



RESIDENTS REACHED VIA COMMUNITY ENGAGEMENT



OF COMPLAINT ALLEGATIONS SUSTAINED BY OPA



ZIP CODES REPRESENTED IN COMPLAINTS



ALLEGATIONS ADJUDICATED IN CRRS



NEW STAFF HIRED



COMMUNITY EVENTS ATTENDED & HOSTED

CRB MAKING HEADLINES

The work of the CRB led to several notable, newsworthy changes in Nashville.

Mayor Proposes Independent Legal Counsel for Nashville's Community Review Board

The proposal comes after CRB leaders have questioned Metro Legal's ability to fairly represent them and the Metro Nashville Police Department

NASHVILLE BANNER

In July 2024, Mayor O'Connell met with the CRB to discuss the board's request for independent legal counsel, citing concerns about potential conflicts of interest within Metro's Law Department. Although the CRB had previously relied on Metro attorneys, board members expressed that this arrangement could limit their ability to independently review MNPD actions. Mayor O'Connell initially expressed openness to the request and later approved it, ensuring the CRB has access to impartial legal support moving forward.

NAACP, community organizations rally to support CRB amid allegations against MNPD



Multiple Nashville organizations, including the NAACP, Interdenominational Ministers Fellowship, and Community Oversight Now, gathered at Jefferson Street Missionary Baptist Church to show support for the CRB amid new allegations involving the Metro Nashville Police Department. A former MNPD Office of Professional Accountability (OPA) lieutenant filed a 61-page complaint which included allegations that senior officials may have influenced changes to state law banning civilian oversight. At the event, participants encouraged Mayor O'Connell to ensure transparency, calling for a federal review while the mayor appointed independent attorney Edward Stanton to lead an investigation on behalf of Metro.

MNPD to Adopt Community Review Board's Sexual Misconduct Policy



The Metro Nashville Police Department agreed to adopt a sexual misconduct policy proposed by the CRB, following several months of review by Metro legal and human resources staff. The policy offers clearer definitions of misconduct, expands reporting options, and strengthens protections for those who report concerns. While MNPD already addressed harassment and coercion in its manual, the new policy provides more detailed standards for both workplace behavior and officer-community interactions. Its adoption follows years of discussion about how the department handles misconduct and discrimination cases.

Metro Police push for access to private cameras and Fusus technology



In October 2024, MNPD proposed expanding use of the Fusus platform to create a Community Safety Camera Network, offering real-time access to public and private camera feeds while emphasizing owner control of footage. Community feedback highlighted both potential benefits for emergency response and significant privacy concerns. Metro Council ultimately declined the proposed five-year contract, noting that stronger safeguards were needed. In response, the NCRB collaborated with council members to draft legislation establishing comprehensive surveillance technology standards. Passed in March 2025, the ordinance (BL2025-690) updates Nashville's rules for public-rights-of-way surveillance and sets clear definitions for camera types and emergency use.

About the Community Review Board



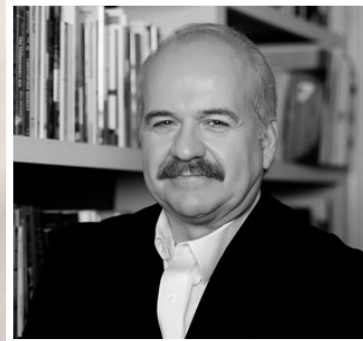
Community Review Board Members



ALISHA HADDOCK
SENIOR VP, THE HOUSING FUND



SHAWN WHITSELL
ARTS PRACTITIONER



MARK WYNN
RETIRED MNPD OFFICER &
POLICE CONSULTANT



WALTER HOLLOWAY
RETIRED MNPD OFFICER



JOE BROWN
RETIRED JUDGE



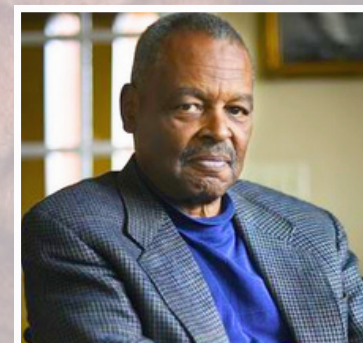
MARY BEARD
SR. TECHNOLOGY COUNSEL,
HCA HEALTHCARE



DREW GODDARD
RETIRED ATTORNEY



HEATHER MESHELL*
ATTORNEY



WALTER SEARCY*
RETIRED ATTORNEY

*2 NEW MEMBERS WERE APPOINTED TO
THE BOARD IN DECEMBER 2024

MISSION STATEMENT

The mission of the Community Review Board is to provide an accessible, respectful, independent, and effective forum for community participation in the resolution of misconduct complaints of Officers of the Metropolitan Nashville Police Department (MNPd); to examine and issue policy recommendations regarding local law enforcement policies and practices; to encourage open and constructive communication and cooperation between local law enforcement and Metro’s residents; and to protect citizen rights and promote professionalism and best practices in the MNPd, enhancing community-police relations, and creating a safer Nashville.

The mission of the Board is supported by Nashville Community Review Board (NCRB), a department of the Metropolitan Government of Nashville and Davidson County. NCRB is the staff department for the CRB and runs the day-to-day operations of the Board.

CORE VALUES



INTEGRITY



ACCOUNTABILITY



TRANSPARENCY



TRUSTWORTHINESS



CODE OF ETHICS

PREAMBLE

Civilian oversight practitioners have a unique role as public servants overseeing law enforcement agencies. The community, government, and law enforcement have entrusted them to conduct their work in a professional, fair and impartial manner. They earn this trust through a firm commitment to the public good, the mission of their agency, and to the ethical and professional standards described herein.

The standards in the Code are intended to be of general application. It is recognized, however, that the practice of civilian oversight varies among jurisdictions and agencies, and additional standards may be necessary. The spirit of these ethical and professional standards should guide the civilian oversight practitioner in adapting to individual circumstances, and in promoting public trust, integrity and transparency.

PERSONAL INTEGRITY

Demonstrate the highest standards of personal integrity, commitment, truthfulness, and fortitude in order to inspire trust among your stakeholders, and to set an example for others. Avoid conflicts of interest. Conduct yourself in a fair and impartial manner and recuse yourself or personnel within your agency when significant conflict of interest arises. Do not accept gifts, gratuities or favors that could compromise your impartiality and independence.

INDEPENDENT AND THOROUGH OVERSIGHT

Conduct investigations, audits, evaluations and reviews with diligence, an open and questioning mind, integrity, objectivity and fairness, in a timely manner. Rigorously test the accuracy and reliability of information from all sources. Present the facts and findings without regard to personal beliefs or concern for personal, professional or political consequences.

TRANSPARENCY AND CONFIDENTIALITY

Conduct oversight activities openly and transparently providing regular reports and analysis of your activities, and explanations of your procedures and practices to as wide an audience as possible. Maintain the confidentiality of information that cannot be disclosed and protect the security of confidential records.

RESPECTFUL AND UNBIASED TREATMENT

Treat all individuals with dignity and respect, and without preference or discrimination including, but not limited to: age, ethnicity, citizenship, color, culture, race, disability, gender, gender identity, gender expression, housing status, marriage, mental health, nationality, religion, sexual orientation, socioeconomic status, or political beliefs, and all other protected classes.

OUTREACH AND RELATIONSHIPS WITH STAKEHOLDERS

Disseminate information and conduct outreach activity in the communities that you serve. Pursue open, candid, and non-defensive dialog with your stakeholders. Educate and learn from the community.

AGENCY SELF-EXAMINATION AND COMMITMENT TO POLICY REVIEW

Seek continuous improvement in the effectiveness of your oversight agency, the law enforcement agency it works with, and their relations with the communities they serve. Gauge your effectiveness through evaluation and analysis of your work product. Emphasize policy review aimed at substantive organizational reforms that advance law enforcement accountability and performance.

PROFESSIONAL EXCELLENCE

Seek professional development to ensure competence. Acquire the necessary knowledge and understanding of the policies, procedures, and practices of the law enforcement agency you oversee. Keep informed of current legal, professional and social issues that affect the community, the law enforcement agency, and your oversight agency.

PRIMARY OBLIGATION TO THE COMMUNITY

At all times, place your obligation to the community, duty to uphold the law and to the goals and objectives of your agency above your personal self-interest.

Find the full NACOLE Code of Ethics at: https://www.nacole.org/nacole_code_of_ethics



About the NCRB Department

We exist to support and value the voice of the community on issues of public safety and to create a pathway towards trust by building a culture of accountability and transparency between Metro Nashville Police and the community.

STRATEGIC PILLARS

Elevate Operational Excellence

- Proactively invest in our staff's expertise, technology, and organizational infrastructure to ensure we consistently deliver the highest standards of review and governance. This commitment to excellence will enable us to adapt swiftly to evolving community needs and maintain public confidence.

Cultivate Trust Through Transparent Engagement

- Deepen our relationships with both the community and law enforcement by encouraging open dialogue, promoting transparency, and cultivating mutual understanding and respect between the two. This pillar prioritizes proactive outreach and engagement in all facets of our work, ensuring that all stakeholders have a clear understanding of our processes and a voice in shaping our work.

Optimize Efficiency Through Strategic Process Improvement

- Streamline and enhance our internal processes by implementing innovative tools and methodologies. This focus on efficiency will maximize our resources, enabling us to handle a growing caseload effectively and ensure timely, thorough reviews.

Drive Data-Informed Accountability

- Enhance our data collection and analysis capabilities to generate actionable insights that inform evidence-based decisions. By leveraging data, we will strengthen our ability to identify trends, measure impact, and ensure that our recommendations are grounded in objective analysis which will lead to greater accountability and transparency.

NCRB ORGANIZATIONAL CHART



DIVISION MISSION STATEMENTS

<p>Administration Ensure effective internal operations through professional management of finance, human resources, and administrative processes.</p>	<p>Compliance Ensure community members' complaints are accurately documented and thoroughly evaluated to promote accountability and transparency.</p>
<p>Community Engagement and Outreach Build trust and strengthen relationships through inclusive education, outreach, dialogue, and community partnerships.</p>	<p>Research Provide reliable data, reports, and analysis to support transparency, decision-making, and public understanding of policies and public safety trends.</p>

MEET THE TEAM

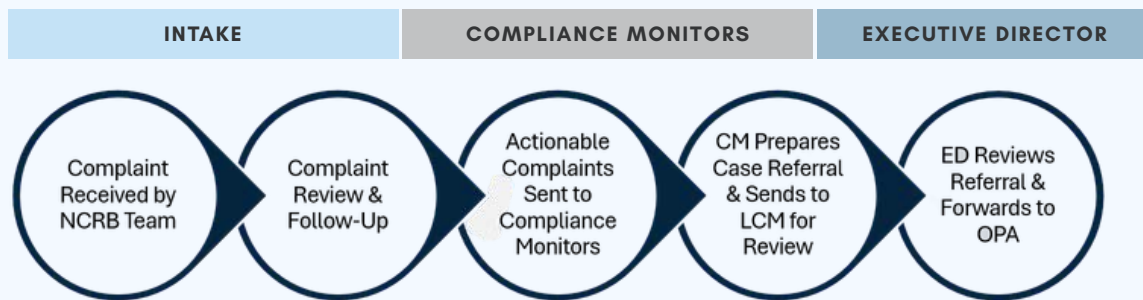
	Executive Director	Jill Fitchard
	Assistant Director	Dr. Kim Risby
	Administrative Services Manager	Keturah Barnett
	Administrative Assistant	Marian Pinson
	Community Engagement & Outreach Manager	DeMica Cash
	Media Content Manager	Kevin Welch
	Lead Compliance Monitor	Amy Simmons
	Compliance Monitor	Kayla Pillow
	Compliance Monitor	Angela Williams
	Intake Coordinator	Simone Cawl
	Lead Research Analyst	Ansley Potter
	Research Analyst	Travis Stratton
	Policy Analyst	Dylan DePriest

Civilian Complaint Case Reviews

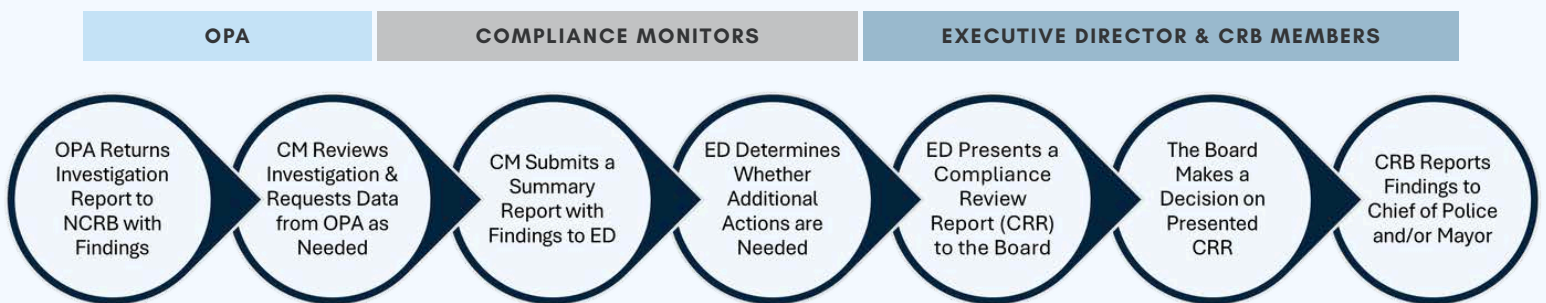


LIFE OF A COMPLAINT TO THE NCRB

All complaints alleging MNPD misconduct are received by the intake coordinator or designee. If a complaint does not fall under the jurisdiction of the NCRB (e.g. it does not involve an MNPD officer), that complaint is not forwarded to NCRB compliance monitors but referred to the proper jurisdiction. All complaints alleging MNPD misconduct are forwarded to the compliance monitors, who then complete the referral form and send it to the Lead Compliance Monitor (LCM) for review. The LCM reviews all completed referrals prior to sending them to the ED for review and submission to the Office of Professional Accountability (OPA).



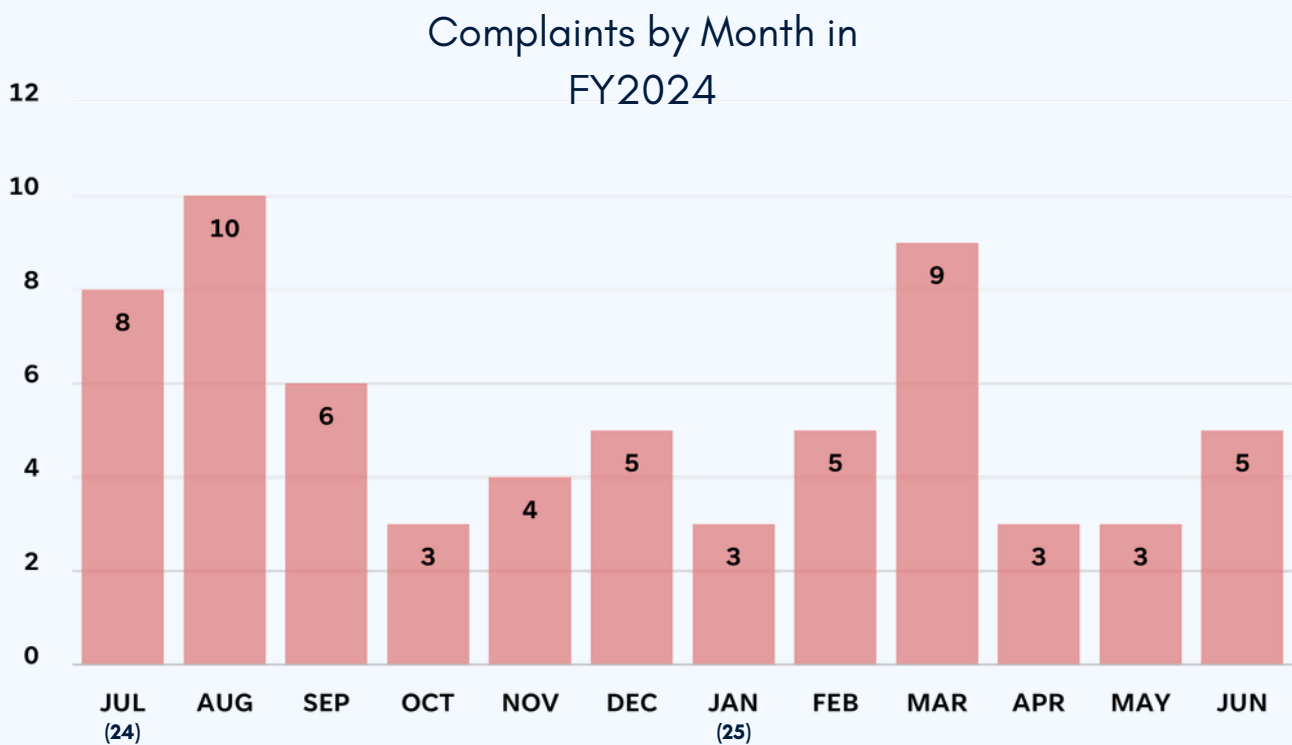
OPA is responsible for investigating any allegations of misconduct by MNPD officers. Once an investigation is closed, NCRB compliance monitors review the case files and investigatory process. Compliance monitors may request additional information from OPA to properly review an investigation. The compliance monitors then submit their findings to the Executive Director of the NCRB, who then determines if additional action is necessary. The Compliance Review Report is then presented to the Community Review Board for consideration and approval. Community Review Board Members then make final decisions on case updates and presentation to the Chief of Police and/or Mayor.



Following approval by the Board, the CRR is published at:
<https://data.nashville.gov/datasets/community-review-board-compliance-review-reports>.

NUMBER AND NATURE OF MISCONDUCT ALLEGATIONS AND REVIEWS CONDUCTED

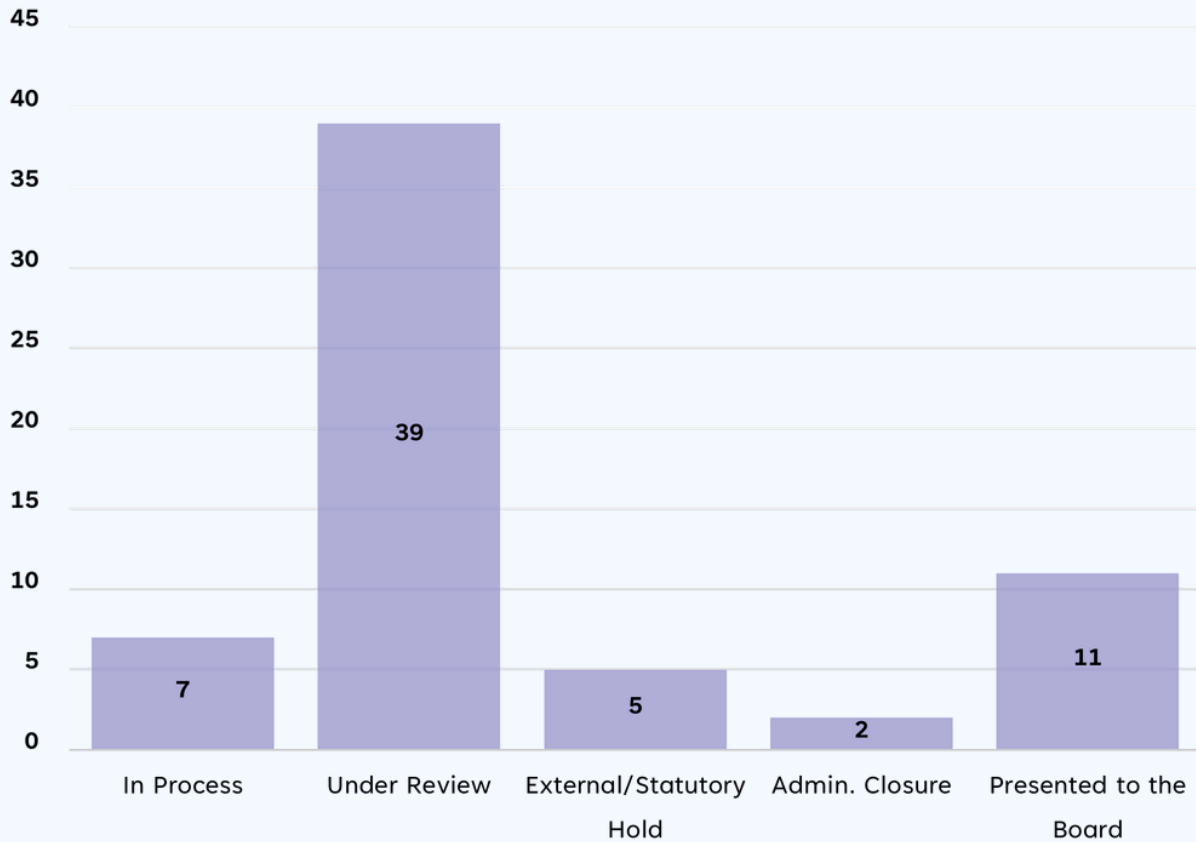
The NCRB began taking complaints on November 1st, 2023. In order to investigate a complaint, the alleged misconduct must have occurred after January 1st, 2023 and must involve a police officer from Metro Nashville Police Department. Civilian complaints typically involve a community member making an allegation of misconduct or policy violation. However, if an individual is killed or critically injured during or after a police encounter, the Executive Director may also initiate an investigation.



A total of 64 civilian complaints were received by NCRB between July 1, 2024 and June 30, 2025. The NCRB received the highest number of complaints in August, when 10 complaints were filed with the office.

NUMBER AND NATURE OF MISCONDUCT ALLEGATIONS AND REVIEWS CONDUCTED

Status of Complaints Made in FY2024



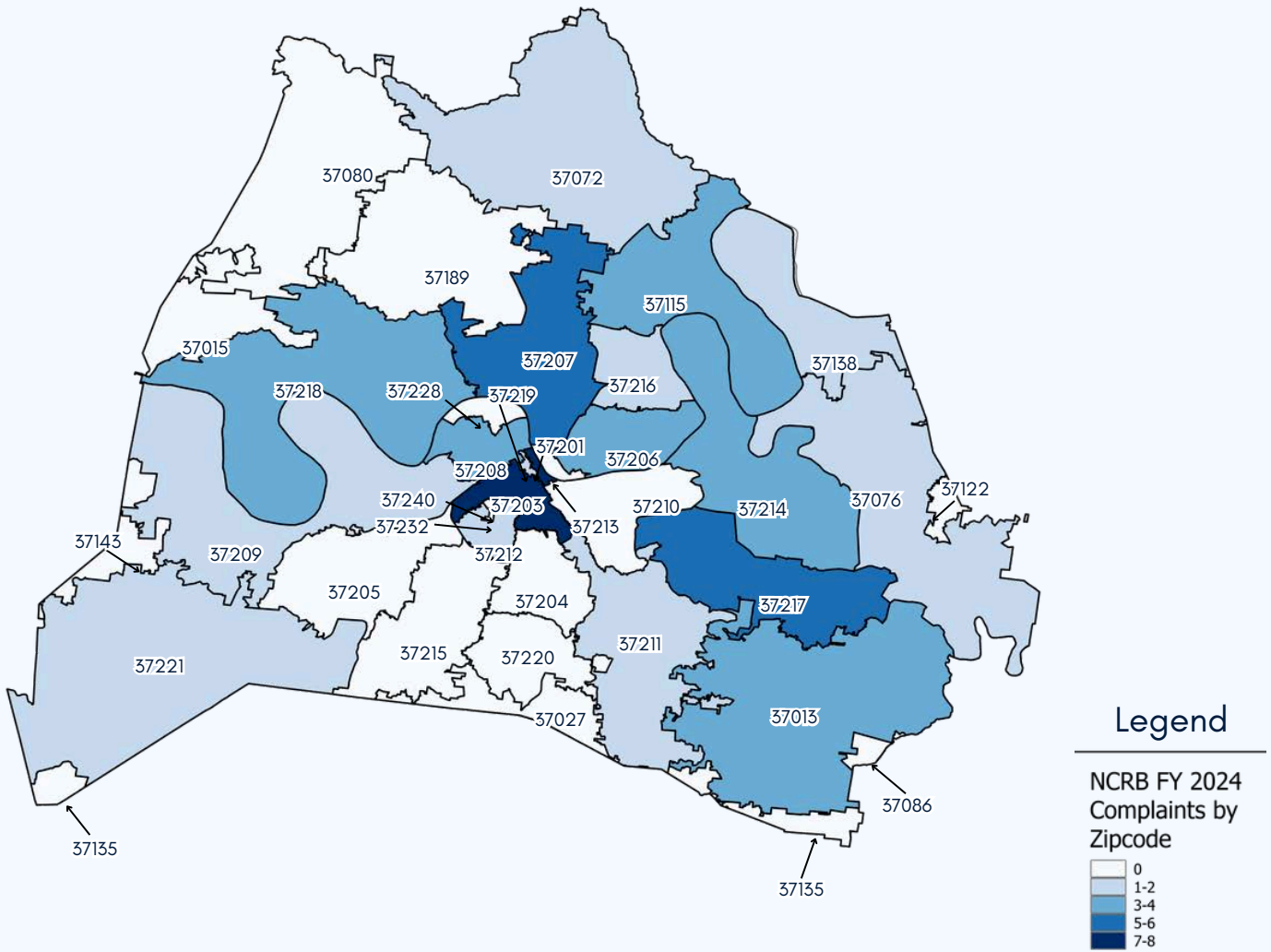
Status of All FY2024 Civilian Complaint Cases*

In Process	7
Under	39
External/Statutory Hold	5
Administrative Closure	2
Presented to the Board	11
Total Complaints or Reviews	64

*Represents case statuses at the start of FY2025; Due to prolonged negotiations to establish a Memorandum of Understanding with MNP, many cases were delayed during various stages of the compliance review process.

NUMBER AND NATURE OF MISCONDUCT ALLEGATIONS AND REVIEWS CONDUCTED

FY2024 Complaints by Zip Code



Zip Code	Complaints	Zip Code	Complaints	Zip Code	Complaints	Zip Code	Complaints
37013	4	37201	8	37211	1	37219	2
37040	1	37203	7	37212	1	37221	1
37072	1	37206	4	37214	3	37402	1
37076	2	37207	5	37216	2	NA	2
37115	4	37208	4	37217	6	*	
37138	1	37209	1	37218	3		

*Remaining rows left intentionally blank

DEMOGRAPHICS, ALLEGATIONS, AND OUTCOMES OF CIVILIAN COMPLAINTS

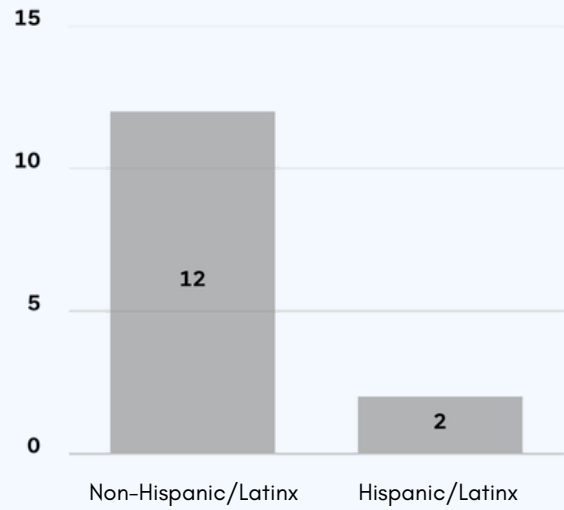
The NCRB collects demographic information from complainants to better understand the population of residents served.

All demographic information is collected on a voluntary basis. Complainants maintain the right to withhold their demographic information when they file a complaint with the NCRB. Additionally, some complainants prefer to submit complaints anonymously, thereby withholding all personal information.

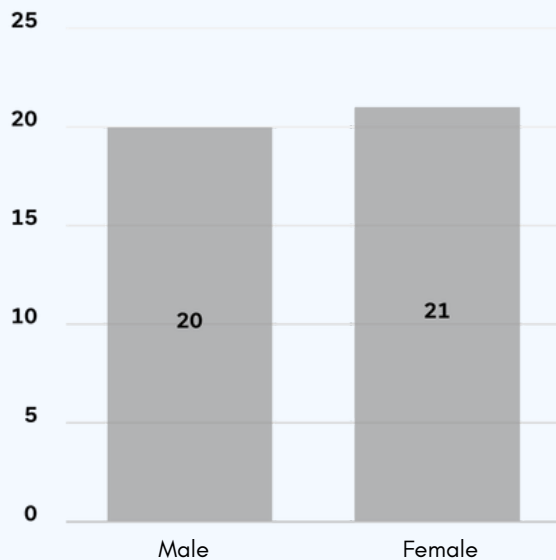
Of all 64 cases received by the NCRB in FY2024, complainant race was unreported in 45 cases; complainant gender was unreported in 23 cases; complainant ethnicity was unreported in 50 cases.

The below graphs represent the complainants who have provided their demographic information in FY2024.

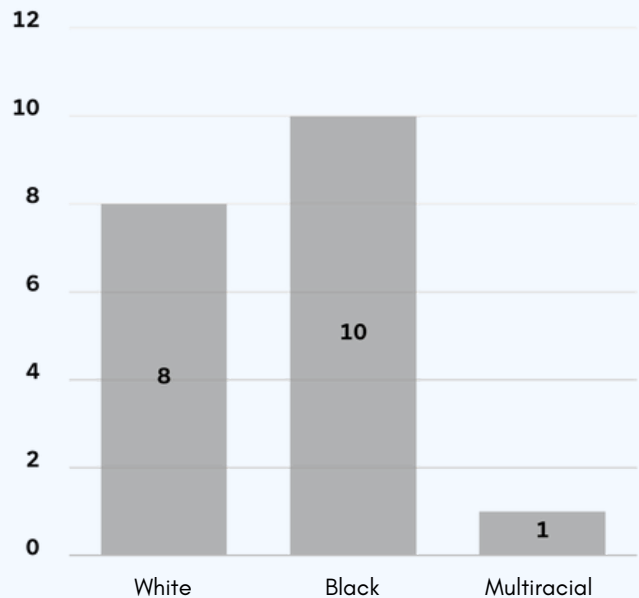
Complainant Ethnicity



Complainant Gender



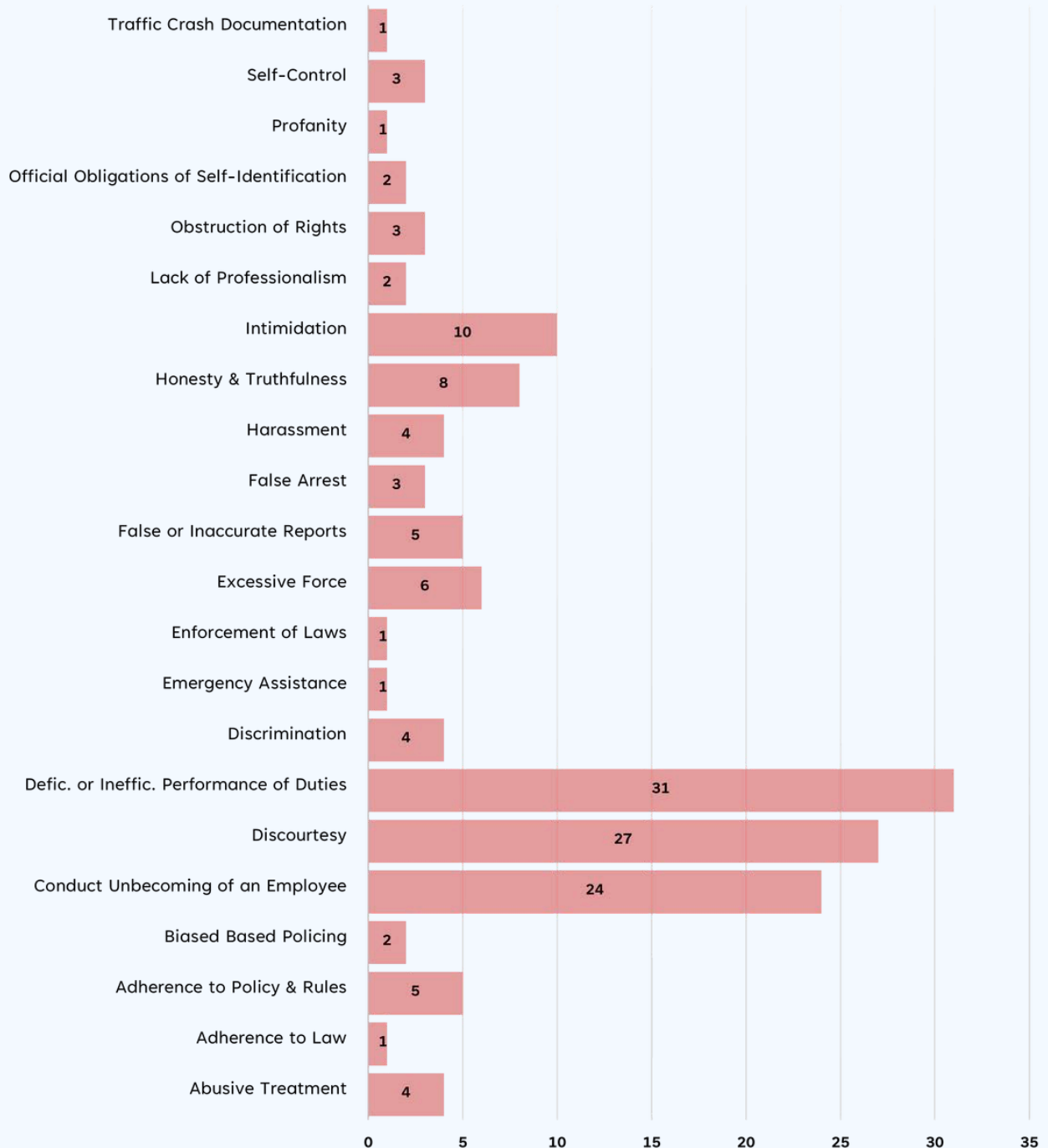
Complainant Race



DEMOGRAPHICS, ALLEGATIONS, AND OUTCOMES OF CIVILIAN COMPLAINTS

Each complaint made to the NCRB is categorized by the allegations of misconduct made by the complainant. Most complaints have more than one allegation of misconduct and allegations are unique for each involved officer. The most common allegations were Discourtesy and Deficient or Inefficient Performance of Duties. All of the received allegation categories are included in the graph below.

Allegations Associated with Civilian Complaints in FY2024



DEMOGRAPHICS, ALLEGATIONS, AND OUTCOMES OF CIVILIAN COMPLAINTS

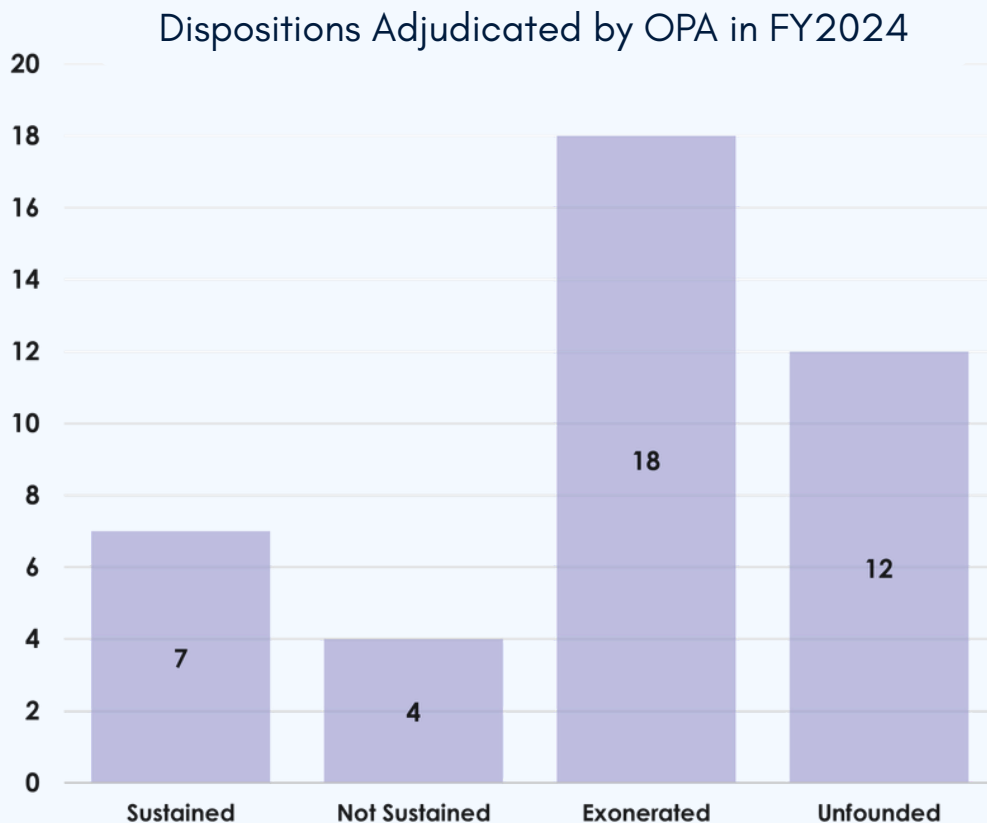
The Office of Professional Accountability (OPA) issues the following dispositions as findings for each allegation of misconduct:

Sustained: The factual findings support the allegations in the complaint by the preponderance of the evidence, in which conduct was inconsistent with MNPDP policy.

Not Sustained: The factual findings do not support the allegations in the complaint by the preponderance of the evidence.

Exonerated (Policy Exoneration): The factual allegations in the complaint do not violate the law or MNPDP policy; or, although the factual findings support the allegations in the complaint, the conduct proved by the preponderance of the evidence was lawful and consistent with MNPDP policy.

Unfounded: The allegations in the complaint were proven false by the preponderance of the evidence.

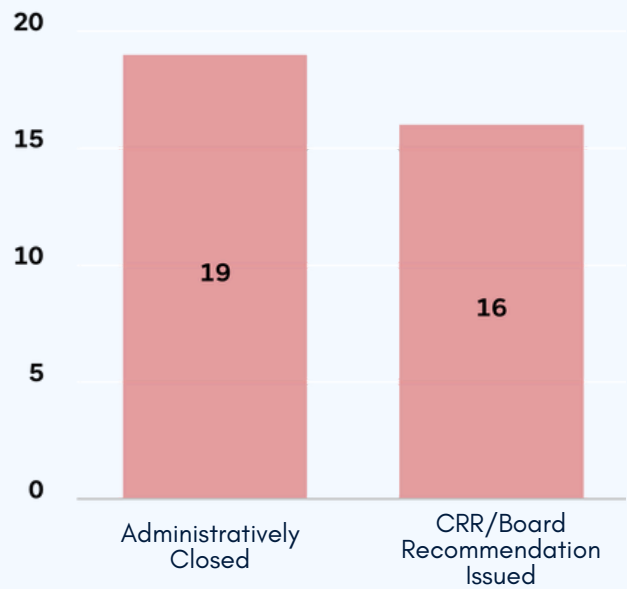


DEMOGRAPHICS, ALLEGATIONS, AND OUTCOMES OF CIVILIAN COMPLAINTS

Civilian Complaint cases are closed for several reasons. For actionable complaints, the most common outcome is that a Compliance Review Report (CRR) is presented by the NCRB, voted on by the Board, and the Chief of Police returns a response. Complaint cases can be closed without preparing a Compliance Review Report if the complainant wishes to withdraw the complaint or if the investigation is administratively closed.

In preparation of a CRR, NCRB Compliance Monitors carefully evaluate evidence and documentation from OPA’s investigation to determine whether each allegation from the complainant is thoroughly investigated.

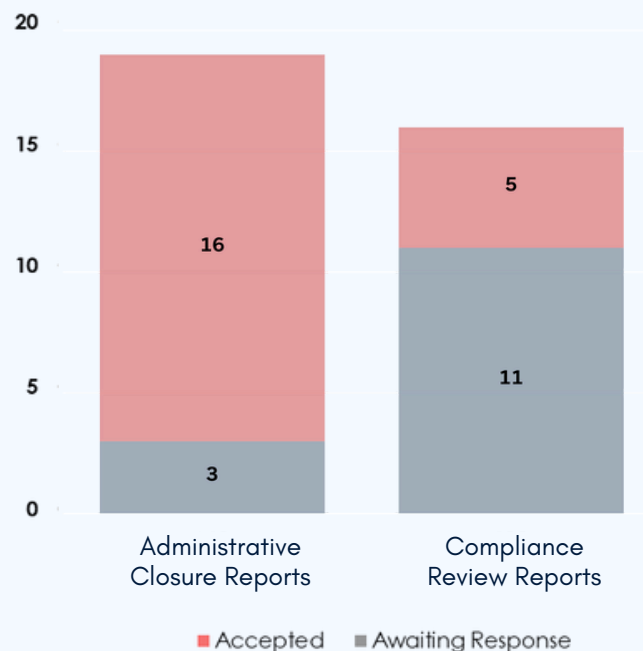
Reasons Civilian Complaints were Closed in FY2024



NCRB Conclusions



MNPD Chief Responses



A night city street scene with a white car in the foreground and blurred buildings and lights in the background. The car has its headlights on and a black bumper guard. The background shows a busy street with other cars and buildings, including a prominent yellow sign that says "MILWAUKEE".

Officer Firearm Report

OFFICER FIREARM REPORT

This report includes a summary of recent officer-involved shootings to provide clear, accessible information about these significant (and sometimes fatal) incidents. By presenting incident-level summaries along with demographic data for both subjects and officers, community members may better understand the patterns and context for officer-involved shootings in Nashville. In the FY24 period, there were 7 officer-involved shooting incidents, 4 of which were fatal.

Incident Summary Information

Date	Precinct	# Officers Involved	Fatal?	Narrative
6/27/24	West	3	Yes	Officers responded to a 911 call regarding a man having a manic episode and threatening a family member with a knife. Subject reportedly ran at officers while holding a knife; an officer fired four shots, causing fatal injuries.
7/15/24	Madison	2	No	Undercover detectives were attempting to arrest the subject, who was on Nashville's Top 10 Most Wanted list for a previous murder. Subject allegedly exited a vehicle and fired at detectives, striking one in the leg. A detective returned fire, hitting the subject in the hip and foot.
10/4/24	North	1	Yes	Officers pursued the subject following an armed carjacking of an Uber driver near 8th Avenue and Broadway. After a foot chase, the subject reportedly "went for his pistol" while being ordered to drop the weapon. An officer fired, and the subject died later at a hospital.
11/19/24	South	1	No	Police responded to a report of a domestic violence fugitive attempting to break into his estranged girlfriend's home. The subject allegedly fired a shot at the first responding officer, who returned fire and struck the subject in the leg and buttocks. The subject survived and was later federally charged.
1/21/25	Madison	2	No	Officers located a stolen vehicle; when they confronted the subject he reportedly produced a handgun. Two officers fired, striking the subject. He was hospitalized in stable condition.
5/12/25	Central	1	Yes	Officers tracked the subject, who was wanted for a previous attempted murder. A shootout occurred where the subject reportedly fired a pistol at officers. One officer was grazed in the leg; The subject was struck and killed.
6/9/25	Central	1	Yes	Officers responded to a 911 call about a "distracted" man walking with a handgun. After numerous commands to drop the weapon, the man reportedly charged at an officer with his gun pointed. An officer fired, fatally wounding the subject.

OFFICER FIREARM REPORT: SUBJECT AND OFFICER DEMOGRAPHICS

The below tables provide a summary of the demographics* for MNPB officers and subjects involved in officer-involved shooting incidents in the FY2024 period, as reported in the MNPB Use of Force Dashboard.

Find all MNPB Use of Force data at <https://www.nashville.gov/departments/police/data-dashboard/use-force>

Involved MNPB Officer Demographics

	Gender		Years of Service			Ethnicity		Officer Injury?	
	Male	Female	1 to 5	6 to 10	More than 25	Not Hispanic	Hispanic	Yes	No
White	8	0	5	2	1	8	0	1	7
Black	0	0	0	0	0	0	0	0	0
Other	2	0	2	0	0	0	2	1	1

Subject Demographics

	Gender		Age				Ethnicity		Subject Fatality	
	Male	Female	18-24	25-29	30-34	45-49	Not Hispanic	Hispanic	Yes	No
White	2	0	0	1	0	1	2	0	2	0
Black	4	0	2	2	1	0	4	0	1	3
Other	1	0	0	0	0	0	0	1	1	0

*Note: MNPB's Use of Force Dashboard only separates race into Black, White, and Other, with the 'Other' category representing any other racial minority groups Asian, Pacific Islander, Native American, etc.

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Policy Advisory Reports

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POLICY ADVISORY REPORTS - FY2024

Annual MNPD Use of Force Policy Advisory Report

Numerous high-profile police killings over the past decade have brought greater scrutiny to police use of force nation-wide and have spurred conversations about police accountability both across the country and in Nashville. In this draft report, NCRB tracked and analyzed trends in MNPD's use of force and proposed a policy that will reduce excessive force interactions. Using existing datasets provided to NCRB by MNPD, this report found that Black and Hispanic subjects, both adults and youth, are more likely to be recipients of use of force; white and male officers are more likely to use force; subject resistance level is a significant predictor of force used; Black people are more likely to have force used against them when they are not coded as resisting officer commands; force usage concentrates in non-white and high-poverty areas of Nashville; and youth who had force used against them by school resource officers were overwhelmingly Black and also more often female in 2023. While this report is comprehensive, there are more aspects of use of force to explore. Therefore, NCRB plans that this report will be the first of an annual series.

Zero-Tolerance Sexual Misconduct Policy Advisory Report

Following multiple lawsuits alleging sexual misconduct within MNPD, community complaints, and reports of inadequate responses to traumatized victims, NCRB research staff initiated a review of MNPD's policies and practices to prevent, address, and discipline sexual misconduct. Altogether, MNPD's sexual misconduct policies and procedures were found to have notable gaps regarding prevention, intervention, and resolution of sexual misconduct. In response to these findings the NCRB proceeded to draft a Policy Advisory Report, with guidance from the International Association of Chiefs of Police (IACP), Chicago Police Department (CPD), and End Violence Against Women International (EVAWI) policies for addressing and preventing Police Sexual Misconduct. To solicit feedback from community members and CRB Board Members, the NCRB hosted a public forum on August 5th, 2024. On August 26th, 2024, the NCRB's Zero-Tolerance Sexual Misconduct Policy Advisory Report was unanimously approved by all CRB Board Members. Finally, on September 17th, 2024, Metro Council passed RS2024-728-- a resolution requesting that MNPD implement a zero-tolerance policy towards sexual misconduct.



MNPS HOLIDAY READING JAM (2024)



Community Engagement & Outreach

COMMUNITY ENGAGEMENT & OUTREACH HIGHLIGHTS

The Community Engagement and Outreach Division is responsible for building strong, inclusive relationships with the public by engaging diverse communities, raising awareness, and fostering trust through outreach, education, and collaboration with local partners. This includes organizing events such as town halls, listening sessions, Lunch and Learns, engaging public discussions on police accountability and public safety.



LUNCH & LEARN WITH MNPS STUDENTS (2025)



YOUTH ADVISORY SUMMIT (2025)



NASHVILLE NIGHT OUT AGAINST CRIME (2024)



COMMUNITY RESOURCE EVENT (2025)

COMMUNITY ENGAGEMENT & OUTREACH HIGHLIGHTS

Throughout the Year

Our team regularly visited neighborhoods across Nashville for Lunch & Learns, Community Conversations and Intake Events, meeting residents where they live and sharing information about public safety and the role of the Community Review Board. These events also provided opportunities for community members to file complaints, commendations, or recommendations in person at convenient local sites.



Monthly

Board meetings took place every month. All board meetings in FY2024 were located at the Sonny West Conference Room at the Howard Office Building.



Fall Festival

NCRB hosted the first annual Fall Festival at Hartmann Park, creating an opportunity to give back to the community and connect with residents. The event also welcomed local organizations to share information about their services. Hundreds of community members, sponsors, and Metro agencies attended, making it a day of family, fun, and community engagement.



NCRB & Board Retreat

The Board and staff gathered for a full-day retreat at the Scarritt Bennett Center, where guest speakers led trainings designed to strengthen internal collaboration and support the Board's work with Metro and the community.



APPENDIX

COMPLAINT RESOLUTION INDEX

Find the entire database of CRRs and administrative closure reports published by the NCRB at:
<https://data.nashville.gov/datasets/community-review-board-compliance-review-reports>

Compliance Review Reports

Case Number	Allegation(s)	MNPD Disposition(s)	NCRB Conclusion	Chief of Police Response
CC2023-028	1. Discourtesy; 2. Adherence to Policy & Rules	1. Exonerated; 2. Exonerated	Satisfactory	Awaiting Response
CC2023-031	1. Discourtesy	1. Unfounded	Satisfactory	Awaiting Response
CC2023-034	1. False or Incorrect Statements	1. Exonerated	Satisfactory	Awaiting Response
CC2023-037	1. Deficient/Inefficient Performance of Duties; 2. Preliminary Investigation; 3. Traffic Crash Documentation	1. Not Sustained; 2. Sustained; 3. Sustained	Not Satisfactory	Awaiting Response
CC2024-001	1. Adherence to Policy & Rules; 2. Adherence to Policy & Rules	1. Sustained. 2. Exonerated	Satisfactory	Awaiting Response
CC2024-011	1. Abusive Treatment; 2. Conduct Unbecoming; 3. Deficient/Inefficient Performance of Duties	1. Exonerated; 2. Unfounded; 3. Unfounded	Satisfactory	Awaiting Response
CC2024-012	1. Conduct Unbecoming; 2. Deficient/Inefficient Performance of Duties; 3. Discourtesy	1. Exonerated; 2. Exonerated; 3. Exonerated	Satisfactory	Awaiting Response
CC2024-017	1. Adherence to Policy & Rules	1. Exonerated	Satisfactory	Awaiting Response
CC2024-022	1. Courtesy; 2. Adherence to Policy & Rules; 3. Traffic Enforcement	1. Exonerated; 2. Exonerated; 3. Exonerated	Satisfactory	Awaiting Response
CC2024-024	1. Failure to provide medical assistance; 2. Deficient/Inefficient Performance of Duties	1. Unfounded; 2. Unfounded	Not Satisfactory	Awaiting Response
CC2024-034	1. Discourtesy	1. Exonerated	Satisfactory	Awaiting Response
CC2024-002	1. Adherence to Law	1. Sustained	Satisfactory	Accepted
CC2024-030	1. Discrimination; 2. Discourtesy; 3. Violation of Civil Rights	1. Not Sustained; 2. Sustained	Not Satisfactory	Accepted
CC2023-026	1. Discourtesy	1. Not Sustained	Not Satisfactory	Accepted
CC2024-038*	1. Discrimination; 2. Self-Identification	1. Unfounded; 2. Exonerated	Not Satisfactory	Accepted
CC2024-038*	1. Self-Control; 2. Deficient/Inefficient Performance of Duties; 3. Self-Identification; 4. Conduct Unbecoming	1. Sustained; 2. Sustained; 3. Exonerated; 4. Not Sustained	Not Satisfactory	Awaiting Response

*Denotes a case involving 2 MNPD officers with different allegations and OPA Dispositions. Some cases involving multiple officers were collapsed due to identical outcomes/allegations. See the NCRB CRR database on the Open Data Portal for full details listed per-officer. Including totals for collapsed cases, OPA adjudicated 41 dispositions for complaint cases closed in FY2024

Administrative Closure Reports

Case Number	Allegation(s)	MNPD Disposition(s)	NCRB Conclusion	Chief of Police Response
CC2023-024	1. Failure to Provide Service	Complaint closed; Could not contact complainant	Admin. Closure	Accepted
CC2024-005	N/A	N/A	Admin. Closure	Accepted
CC2024-050	1. Discourtesy	N/A	Admin. Closure	Accepted
CC2023-022	1. Failure to Provide Service	N/A	Admin. Closure	Accepted
CC2024-021	1. Discourtesy	Successful mediation	Successful mediation	Accepted
CC2024-036	N/A	Closed as a matter of record	Complaint Withdrawn	Accepted
CC2024-040	N/A	Closed as a matter of record	Admin. Closure	Accepted
CC2024-049	N/A	No MNPD Officer Involvement	Admin. Closure	Accepted
CC2023-025	N/A	N/A	Admin. Closure	Accepted
CC2023-032	1. Adherence to Policy; 2. Discourtesy; 3. Vehicle Impoundment	N/A	Admin. Closure	Accepted
CC2024-007	1. Honesty & Truthfulness	Complaint withdrawn	Admin. Closure	Accepted
CC2024-044	N/A	No MNPD Officer Involvement	Admin. Closure	Accepted
CC2024-047	N/A	N/A	Admin. Closure	Accepted
CC2024-052	N/A	N/A	Admin. Closure	Accepted
CC2024-059	1. Discourtesy; 2. Vehicle Impoundment	N/A	Admin. Closure	Accepted
CC2024-060	N/A	N/A	Admin. Closure	Awaiting Response
CC2023-027	1. Obstruction of Rights; 2. Deficient/Inefficient Performance of Duties	No MNPD Officer Involvement	Admin. Closure	Awaiting Response
CC2025-0010	N/A	N/A	Admin. Closure	Awaiting Response
CC2025-9573	1. Discourtesy; 2. Enforcement/Compliance; 3. Deficient/Inefficient Performance of Duties	No MNPD Officer Involvement	Admin. Closure	Accepted



COMMUNITY REVIEW BOARD MEETING
(2025)



Nashville Community Review Board

Integrity. Transparency. Accountability. Trustworthiness.

FOR MORE INFORMATION

Visit our website, nashville.gov/NCRB

For:

- Information about the Board
- Board Meetings and Staff
- Complaints and Commendations
- Media Releases
- Newsletters
- Compliance & Policy Advisory Reports
- Additional Research Reports



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nashville.gov/NCRB



CALL US
615-880-1800



EMAIL US
community@nashville.gov



VISIT US
401 Church St, Suite
1300, Nashville, TN,
37219



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