

# EMW-2016-CA-APP-00066

## Application Information

**Application Number:** EMW-2016-CA-APP-00066

**Funding Opportunity Name:** FY 2016 Countering Violent Extremism Grants

**Funding Opportunity Number:** DHS-16-OCP-132-00-01

**Application Status:** Pending Review

## Applicant Information

**Legal Name:** Nashville International Center for Empowerment

**Organization ID:** 17729

**Type:** Nonprofit having 501(c)(3) status with IRS, other than institutions of higher education

**Division:**

**Department:**

**EIN:** (b) (6)

**EIN Shared With Organizations:**

**DUNS:** 604017991

**DUNS 4:**

**Congressional District:** Congressional District 05, TN

## Physical Address

**Address Line 1:** 417 Welshwood Drive

**Address Line 2:** Suite 100

**City:** Nashville

**State:** Tennessee

**Province:**

**Zip:** 37211-[Grantee Organization > Physical Address > Zip 4]

**Country:** UNITED STATES

## Mailing Address

**Address Line 1:** 417 Welshwood Drive

**Address Line 2:** Suite 100

**City:** Nashville

**State:** Tennessee

**Province:**

**Zip:** 37211-[Grantee Organization > Mailing Address > Zip 4]

**Country:** UNITED STATES

## SF-424 Information

### Project Information

**Project Title:** Proactive Engagement to Achieve Community Empowerment (PEACE)

**Program/Project Congressional Districts:** Congressional District 05, TN

**Proposed Start Date:** Thu Dec 01 00:00:00 EST 2016

**Proposed End Date:** Fri Nov 30 00:00:00 EST 2018

**Areas Affected by Project (Cities, Counties, States, etc.):** Middle Tennessee, and particularly the area of Metro Nashville/  
Davidson County

## Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$445110
Applicant Funding	\$0
State Funding	\$0
Local Funding	\$0
Other Funding	\$0
Program Income Funding	\$0
<b>Total Funding</b>	<b>\$445110</b>

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.

Is applicant delinquent on any federal debt? false

## Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Lisa Robins	(b) (6)	(b) (6)	Signatory Authority Primary Contact
Gatluak Tach	(b) (6)	(b) (6)	Authorized Official Secondary Contact

## SF-424A

### Budget Information for Non-Construction Programs

Grant Program: Countering Violent Extremism Grant Program

CFDA Number: 97.132

Budget Object Class	Amount
Personnel	\$340000
Fringe Benefits	\$49810
Travel	\$0
Equipment	\$0
Supplies	\$21500
Contractual	\$30000
Construction	\$0
Other	\$3800
Indirect Charges	\$0
<b>Non-Federal Resources</b>	<b>Amount</b>
Applicant	\$0
State	\$0
Other	\$3800
<b>Income</b>	<b>Amount</b>
Program Income	\$0

How are you requesting to use this Program Income? [\$budget.programIncomeType]

Direct Charges Explanation: Please see Budget Narrative

Indirect Charges explanation:

## Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$111277.5	\$111277.5	\$111277.5	\$111277.5
Non-Federal	\$0	\$0	\$0	\$0

## Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

## SF-424C

### Budget Information for Construction Programs

### Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: Gatluak Tach

Signed Date: Tue Sep 06 00:00:00 EDT 2016

Signatory Authority Title: Director of Research and Development

### Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: Gatluak Tach

Signed Date: Tue Sep 06 00:00:00 EDT 2016

Signatory Authority Title: Director of Research and Development

### Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: Lisa Robins

Signed Date:

Signatory Authority Title:

## CERTIFICATION REGARDING LOBBYING

### Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

### Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

#### \* APPLICANT'S ORGANIZATION

Nashville International Center for Empowerment

#### \* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE

Prefix: Dr. \* First Name: Gatluak Middle Name:

\* Last Name: Thach Suffix:

\* Title: President/CEO

\* SIGNATURE: Gatluak Thach

\* DATE: 07/27/2016

**Application for Federal Assistance SF-424**

* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
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* 3. Date Received: <input type="text" value="07/27/2016"/>	4. Applicant Identifier: <input type="text"/>
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5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>
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**State Use Only:**

6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>
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**8. APPLICANT INFORMATION:**

\* a. Legal Name:

* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="(b) (6)"/>	* c. Organizational DUNS: <input type="text" value="6040179910000"/>
---	---

**d. Address:**

* Street1:	<input type="text" value="417 Welshwood Drive"/>
Street2:	<input type="text" value="Suite 100"/>
* City:	<input type="text" value="Nashville"/>
County/Parish:	<input type="text"/>
* State:	<input type="text" value="TN: Tennessee"/>
Province:	<input type="text"/>
* Country:	<input type="text" value="USA: UNITED STATES"/>
* Zip / Postal Code:	<input type="text" value="37211-4206"/>

**e. Organizational Unit:**

Department Name: <input type="text" value="Education"/>	Division Name: <input type="text"/>
--	--

**f. Name and contact information of person to be contacted on matters involving this application:**

Prefix: <input type="text" value="Dr."/>	* First Name: <input type="text" value="Lisa"/>
Middle Name: <input type="text"/>	
* Last Name: <input type="text" value="Robins"/>	
Suffix: <input type="text"/>	
Title: <input type="text" value="Director of Research and Development"/>	

Organizational Affiliation:

* Telephone Number: <input type="text" value="(b) (6)"/>	Fax Number: <input type="text" value="(b) (6)"/>
--	--

\* Email:

**Application for Federal Assistance SF-424**

**\* 9. Type of Applicant 1: Select Applicant Type:**

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

Department of Homeland Security - FEMA

**11. Catalog of Federal Domestic Assistance Number:**

97.132

CFDA Title:

Financial Assistance for Countering Violent Extremism

**\* 12. Funding Opportunity Number:**

DHS-16-OCP-132-00-01

\* Title:

FY 2016 Countering Violent Extremism Grants

**13. Competition Identification Number:**

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

Add Attachment

Delete Attachment

View Attachment

**\* 15. Descriptive Title of Applicant's Project:**

Proactive Engagement to Achieve Community Empowerment (PEACE)

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424**

**16. Congressional Districts Of:**

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

**17. Proposed Project:**

\* a. Start Date:

\* b. End Date:

**18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="0.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="0.00"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes  No

If "Yes", provide explanation and attach

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed:

# METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

MEGAN BARRY  
MAYOR

OFFICE OF THE MAYOR  
METROPOLITAN COURTHOUSE  
NASHVILLE, TENNESSEE 37201  
PHONE: (615) 862-6000  
EMAIL: mayor@nashville.gov

August 30, 2016

Dr. Gatluak Thach, President/CEO  
Nashville International Center for Empowerment  
417 Welshwood Drive, Suite 100  
Nashville, TN 37211

Dear Dr. Thach:

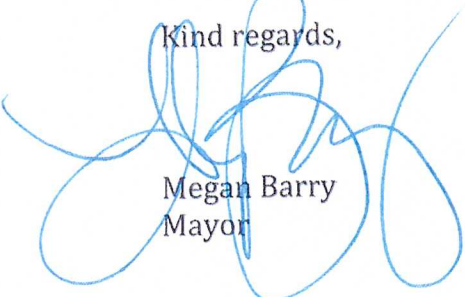
This letter is to express support for the work of the Nashville International Center for Empowerment (NICE). It is our understanding that NICE is submitting an application for funding to increase education-based efforts to teach critical thinking for conflict resolution, facilitate increased civic engagement among individuals who may be at risk for radicalization, expand job training and placement programs benefiting individuals or groups at-risk to radicalization and recruitment to violence, and develop and deliver culturally proficient mental health services, entitled ***Proactive Engagement to Achieve Community Empowerment*** (PEACE). The services that would be provided are important to the refugees in Nashville to develop the knowledge and skills that empower them and enhance their self-sufficiency.

As the program is designed to provide refugee and immigrant children with services to assist them in adjusting to American society, these services are critical to the long-term success of these refugees.

As Secretary Johnson has said, we should "build relationships and promote trust and find innovative ways to support communities that seek to discourage violent extremism and undercut terrorist narratives." We believe NICE is in a great position to create this trust in the community.

We appreciate the work NICE continues to do throughout our community to help refugees/asylees obtain services that help them live independently and thrive in the community. We wish you every success in obtaining funding from the Ethnic Community

Kind regards,



Megan Barry  
Mayor





**METROPOLITAN POLICE DEPARTMENT**  
*of Nashville and Davidson County*

Megan Barry, Mayor

Steve Anderson  
Chief of Police

September 6, 2016

To Whom it May Concern:

I am writing today to express my support for the PEACE Initiative (Proactive Engagement to Achieve Community Empowerment) a project intended to increase resilience of communities and marginalized New American youth who may be considered "at risk" for radicalization and violent extremism. Lasting victories over terrorism and the violent extremist ideologies that underpin it must be addressed within communities, schools, and families through programs such as the PEACE Initiative.

Countering violent extremism that drives terrorist threats is a generational challenge. The dual strategy of PEACE through Youth Engagement and Development and Community Outreach and Referral Services is a sound approach that promises to increase resilience of communities and marginalized New American youth who may be considered "at risk" for radicalization and violent extremism. Promotion of interfaith dialogue, tolerance and diversity, minority integration, community service, outreach to at-risk youth, encouragement of responsible citizenship and democratic participation, and the promotion of peace and security is a mainstay of countering violence.

The collaboration between Nashville International Center for Empowerment and Peace Ambassadors, USA promises to be a successful initiative in the community and to marginalized youth in danger of violent radicalism. The MNPd supports the stated goals of the PEACE Initiative and their grant application to further the goals of this initiative.

Sincerely,

(b) (6)

Michael Steve Anderson  
Chief of Police



## Islamic Center of Tennessee

September 06th, 2016

### TO WHOM IT MAY CONCERN:

We would like to acknowledge and recognize the Peace Ambassadors USA as one of our local Muslim organizations that is well versed in serving the community in Middle TN. We have known the organization from its inception and have known its leaders for so many years. Both the organization and its leaders represented by Mr. Yasser Saleh Arafat have been and continue to be an asset to our community at large. Their programs and services have been instrumental in providing the community with much needed help.

We encourage everyone to stand by the Peace Ambassadors USA and to support its endeavors and programs, financially and otherwise. We believe that they have proven to be trust worthy and productive in what they do. Their work in building bridges of peace and understanding between different faiths and background has proven valuable. Their outreach programs to our youth have helped us to create alternatives and places of interest for them to utilize their time in a more productive way away from extremism and violence. We appreciate what they do and we will appreciate everyone that will help them continue their good work.

Sincerely yours,

Ali Saleh Exec Director, ICTN

Signature:

(b) (6)

organization Seal:

**The Islamic Center of Tennessee**  
**5400 Bell Forge Lane East**  
**Antioch, TN 37013**

5400 Bell Forge Lane East, Antioch, TN 37013      Mailing Address: P.O. Box 635 Antioch, TN. 37013

Tel: 615-669-7555

E-mail: [office@theictn.org](mailto:office@theictn.org)

Website: [www.theictn.org](http://www.theictn.org)

ICT is a 501 C3 non-profit organization. Donations are tax deductible.



August 31, 2016

To Whom It May Concern,

It is my pleasure to write a letter of support on behalf of Nashville International Center for Empowerment (NICE) in support of the *Proactive Engagement to Achieve Community Empowerment* (PEACE) grant with the Department of Homeland Security.

As the Family Engagement University Manager, I work closely with parents and educators in the Metro Nashville Public School (MNPS) system. I have partnered with N.I.C.E. many times in the past to assist in educating teachers and staff about diverse Nashville communities and promote culturally informed classrooms in Metro-Nashville/Davidson County.

Through my employment, I also see an increasing interest in engaging the community to provide inclusive learning opportunities for families and students, as well as the importance of cultural outreach and education in the context of local teachers and administration. It is my experience that training and professional development from organizations such as N.I.C.E. fosters a dialogue and narrows the gap between families and the school system thereby leading to greater community resilience and empowerment. This creates a win-win situation for all involved parties. The *Proactive Engagement to Achieve Community Empowerment* (PEACE) program will allow for more refugee/immigrant students and families to be served in Tennessee through community outreach, promoting cross-cultural knowledge sharing across MNPS.

As the Family Engagement University Manager of the Department of Family and Community Partnership in Metro Nashville Public Schools, I will gladly provide support for Nashville International Center for Empowerment through this program.

Sincerely,

(b) (6)

Allison M. Buzard, MSW

Family Engagement University Manager

*Enhancing the skills, knowledge, and perspectives of professionals in Metro Nashville Public Schools*

**Salahadeen Center of Nashville**  
364 Elysian Fields Ct.  
Nashville, TN 37211



P.O.Box111448  
Nashville.TN37222  
Tel :( 615)-333 0530  
Fax :( 615)-333 0570

September 6, 2016

To: whom it may concern

We would like to acknowledge and recognize the Peace Ambassadors USA as one of our local Muslim organizations that is well versed in serving the community In Middle TN. We have known the organization from its inception and have known its leaders for so many years.

They provide social and educational service to the community; they have very good connection with in Muslim community in Nashville Tennessee.

Please don't hesitate contact us if you have any question

Sincerely

(b) (6)

Nawzad Hawrami  
Office manager  
Salahadeen Center of Nashville

August 31, 2016

To Whom It May Concern,

It is my pleasure to write a letter of support on behalf of Nashville International Center for Empowerment (NICE) in support of the *Proactive Engagement to Achieve Community Empowerment* (PEACE) grant.

As the Belcourt Theatre's education and engagement director, I work closely with a variety of schools, after-school programs, and community organizations in Davidson County, including NICE. We currently host an after-school film screening series for immigrant and refugee middle school students through a NICE program at McMurray Middle School, and I can't say enough how much we enjoy this partnership.

A big part of our mission at the Belcourt is providing middle Tennessee youth with education and engagement activities related to cinema and the issues found in the films we watch together. Through my work, I also see the need for the community to provide inclusive learning opportunities that include families and students together. After working with NICE for the past two years, I see the organization creating connections between individuals, families, schools, churches, and government agencies in ways that strengthen our community.

I believe the *Proactive Engagement to Achieve Community Empowerment* (PEACE) program will allow for more refugee and immigrant students and families to be served in Tennessee through English Language Learning, community engagement, volunteer opportunities, and family home support, as well as learning and enrichment opportunities (as provided by partners like us at the Belcourt).

In my role as education and engagement director at the Belcourt, I will gladly provide support for NICE through this program.

Sincerely,

(b) (6)

Allison Inman

**Proactive Engagement to Achieve Community Empowerment (PEACE)**

Nashville International Center for Empowerment  
*Developing Resilience*



NASHVILLE INTERNATIONAL  
*Center for Empowerment*



## ***Executive Summary***

Countering violent extremism that drives terrorist threats is a generational challenge. Lasting victories over terrorism and the violent extremist ideologies that underpin it are not found on the battlefield, but rather in mindsets, within communities, schools, and families. Nashville International Center for Empowerment (NICE) and Peace Ambassadors USA (PA-USA) are partnering to capitalize upon over 30+ years' collective success in programming and community outreach to refugee and immigrant (New Americans) to propose **PEACE, Proactive Engagement to Achieve Community Empowerment**, a project intended to increase resilience of communities and marginalized New American youth who may be considered “at risk” for radicalization and violent extremism.

Modeled after *Best Practices for Developing Resilient Communities and Addressing Violent Extremism*,<sup>1</sup> the PEACE approach is designed as a model that can be replicated in other areas of the country with efforts that may not specifically address violent extremism but contain elements of good practice that are applicable in CVE-specific contexts. PEACE activities have resilience intervention elements known to be successful in preventing rather than reacting to radical extremism behaviors within youth and community outreach contexts. Youth components of PEACE include engagement activities and mentorship programming. PEACE Community Outreach includes Culture Exchanges, Great Parenting Workshops, an Annual Community Forum, and linkage to Community Referral Services. PEACE is in direct alignment with the Integrative Framework for Best Practices in CVE<sup>2</sup> and research based recommendations from DOHS, START Program and CVE experts.

Activities within the scope of **PEACE will reach well over 500 unduplicated New Americans** in the Middle-Tennessee area. This project not only benefits individuals that might be deemed “at risk” for extremist violent behavior, but also informs the community in an effort to decrease negative stereotypes, facilitates cross-cultural communication and promotes unity.

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<sup>1</sup> Weine, S., Ellis, H. (2015) *Best Practices for Developing Resilient Communities and Addressing Violent Extremism*. START Program. Retrieved: [https://www.start.umd.edu/pubs/START\\_LessonsLearnedfromMentalHealthAndEducation\\_FullReport\\_Oct2015](https://www.start.umd.edu/pubs/START_LessonsLearnedfromMentalHealthAndEducation_FullReport_Oct2015).

<sup>2</sup> *Ibid*

## Section A – Approach and Technical Merit

Countering violent extremism that drives terrorist threats is a generational challenge. Lasting victories over terrorism and the violent extremist ideologies that underpin it are not found on the battlefield, but rather in mindsets, within communities, schools, and families. Nashville International Center for Empowerment (NICE) and Peace Ambassadors USA (PA-USA) are partnering to capitalize upon over 30+ years’ collective success in programming and community outreach to refugee and immigrant (New Americans) to propose **PEACE, Proactive Engagement to Achieve Community Empowerment**, a project intended to increase resilience of communities and marginalized New American youth who may be considered “at risk” for radicalization and violent extremism.

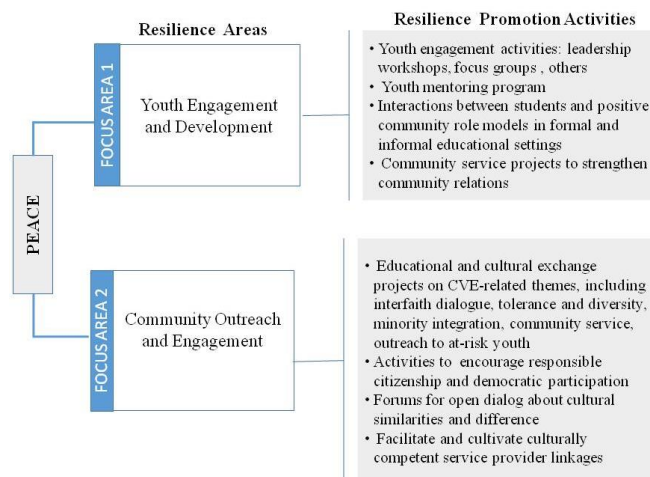
**Approach.** PEACE is a dual strategy initiative to **increase resilience** with objectives of 1. **Youth Engagement and Development** and 2. **Community Outreach and Referral Services**. The PEACE approach is designed as a model that can be replicated in other areas of the country with efforts that may not specifically address violent extremism, but contain elements of good practice that are applicable in CVE-specific contexts.

### **Youth Engagement and Development.**

PEACE activities will build the resilience of youth susceptible to recruitment and radicalization to violent extremism by providing youth a sense of belonging. This objective focuses on building communication and conflict resolution

skills, offers opportunities for civic engagement, promotes leadership, and facilitates mentoring.

**Youth Engagement Activities** are the coordination of bi-monthly meetings of religious and community leaders to positively engage young people and identify ways to empower youth with technical skills and training. Also part of youth engagement efforts are opportunities for civic education and community service, encouragement for youth to become advocates for tolerance, and additional projects will support evidence-based critical thinking and values-oriented education interventions among at-risk student populations. Youth will attend public events to support their development and gain positive integration. **Youth Leadership Training** is designed to build resilience among youth susceptible to recruitment and radicalization to violent extremism. This occurs via activities that encourage youth to be catalysts for inter- and intra-





faith cooperation in their communities, enables students to become active advocates by providing technical skills and training, offers opportunities for civic education and community service, and involves youth in the development of CVE and education programs through dialogue and focus group sessions. Leadership Training participants will also organize a series of educational and cultural exchange projects on CVE-related themes, including interfaith dialogue, tolerance and diversity, minority integration, community service, outreach to at-risk youth, responsible citizenship and democratic participation, private and charitable sector engagements, and peace and security. Building a network of youth who are working in their own community to counter violent extremism will add support to expand collective impact. The *Youth Mentorship* program is designed to guide youth to become socially confident, engaged and equipped with knowledge of history and political events in order to understand the realities of their place in the world. It is a practical program that facilitates and aids the positive integration of young people into society with particular focuses on enhancing the personal capacity of youth to become resilient against disadvantage. In particular, PEACE Mentorship inspires young individuals through an alternative narrative framework that resists disenfranchising paths. It aims to give youth the opportunity to become socially engaged and integrated in society. NICE/PA's program brings youth together with positive community role models in formal and informal educational settings to offer guidance, support, and encouragement. These mentoring relationships are geared toward developing competence and character of youth, shape aspirations and assist in realization of their potential through on-going guidance, supervision, practical advice, and the provision of a trustworthy confidant.

**Community Outreach and Referral Services.** PEACE Da'wa (Outreach) efforts provide community programs that promote understanding of differences and foster ideals of peaceful coexistence. *Culture Exchange Activities* stress the need to build mutual respect and understanding among people of different faiths and cultures and recognize the importance of expanding ongoing efforts to promote inter-faith dialogue, people-to-people engagements, and academic cultural exchanges. The purpose of these activities would be to ensure respect for all religions, religious values, beliefs, and cultures. NICE and PA have established relationships with public school educators and principals where both organizations are called upon to develop and facilitate customized cultural training based upon the needs of a particular school. These "Cultural Exchanges" have consistently achieved a 95%+ participant satisfaction rating and received commendation by leaders in Metro Nashville Government and Metro-Nashville Davidson County Public Schools (MNPS). *Great Parenting Workshops*, held in conjunction

with the Metro-Nashville Police Department, focuses on family and parenting skills training and violence prevention to teach disengagement from violent extremist behaviors. Workshops will be held four times per year. A *Community Forum*, held annually in the fall following the grant award (e.g. December 2017) will collectively involve faith based organizations to promote dialog and increase mutual understanding to develop more integrated communities that foster higher sense of belonging and inclusion. Serving as a platform to mobilize faith-based leaders to facilitate projects emphasizing peace, tolerance, and coexistence at the community level, the Forum will also train religious leaders on conflict resolution and implementation of peace-building initiatives. *Community Referral Services* facilitate connections with service providers and assistance that is beyond the scope of the proposed PEACE Initiative. This may include referrals to culturally competent mental health services, English Language Learner classes, additional education support for youth, facilitation of financial, housing and other assistance (e.g. food stamps), employment training and placement, and legal services for issues related to immigration and other matters.

**Participant recruitment.**<sup>3</sup> PEACE marketing and outreach efforts will capitalize upon the collective reach of both organizations across the Middle Tennessee community. In 2015 alone, NICE served more than 2,300 refugees and immigrants in Middle Tennessee. NICE has strong relationships with community members and other ethnic community based organizations (ECBOs) and is an active participant in civic and governmental matters. PA is a prominent organization in the Muslim community with a collective reach of almost 1,000 Muslim youth and their families who actively participate in PA sponsored activities in the Greater Nashville area. Additionally, PA's CEO is a well-known leader in religious and civic organizations, championing peaceful coexistence across all faiths and nationalities, and is the founder of the Islamic Center of Tennessee, a 54,000 sq ft multiplex dedicated to youth activities that includes a gymnasium, movie theater, and multipurpose community hall. Through utilization of the aforementioned connections, PEACE staff will actively promote project activities within the MNPS, utilize local media and social networking venues, broadcast public service announcements to youth at sports events, offer to give presentations to schools, youth clubs, churches, and will use direct mail to distribute brochures and other promotional materials to inform the community about PEACE.

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<sup>3</sup> Prinz, R.J., Smith, E.P., Dumas, J.E., Laughlin, J.E., White, D.W., & Barron, R. (2001). *Recruitment and retention of participants in prevention trials involving family-based interventions. American Journal of Preventive Medicine, 20, 31-37.*

### **Evaluation methodology and outcomes anticipated**

Despite research indicating “there are also no clear methods for determining [CVE Program] success”<sup>4</sup> DOHS suggest one framework, the Development Assistance Committee (DAC) Quality Standards, to evaluate CVE program efforts. DAC evaluates programs on five criteria: efficiency, effectiveness, impact, relevance, and sustainability to look at the relationship among aim, context, and implemented activities and how these lead to positive outcomes. In addition to DAC Quality Standards, PEACE will also use the Youth Program Quality Assessment (PQA), a validated measure designed to assess quality of youth programs.

PEACE outcomes are measurable and achievable within the grant period:

1. At least 6 **Youth Engagement Activities** will be held annually with anticipated attendance of 10 youth per session. It is anticipated that 120 total youth participants (60 per year) will attend Youth Engagement Activities. A minimum of 70% will demonstrate an increase in engagement behaviors as measured by pre- and post-activity surveys.
2. 100 New American youth will enroll in **Youth Leadership Training** annually. A minimum of 70% will demonstrate an increase in leadership behaviors as measured by pre- and post-test surveys and by subjective reports of leadership behaviors.
3. 50 New American youth will enroll in **Youth Mentorship Activities** annually. 100% of the participants will develop a needs assessment map during enrollment or initial meeting. Within three months, a minimum of 70% will meet with their mentor twice. A minimum of 75% will meet with mentors at least monthly to network and receive assistance based on individual need(s). 75% will report an increase in “connectedness” with other youth and community members as based upon subjective self-report surveys.
4. At least 6 **Culture Exchange Activities** will be held annually with anticipated attendance of 10 people per session. It is anticipated that 120 total participants (60 per year) will attend with a minimum of 70% of participants reporting increase in knowledge of parenting skills and topics as measured in pre and post-test surveys.
5. A total of 4 **Great Parenting Workshops** will be held annually with anticipated attendance of 25 people per session. It is anticipated that 200 total participants (100 per year) will attend

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<sup>4</sup> Mastroe, Caitlin, and Szmania. “Surveying CVE Metrics in Prevention, Disengagement and De-Radicalization Programs,” Department of Homeland Security. College Park, MD: START, 2016.  
[http://www.start.umd.edu/pubs/START\\_SurveyingCVEMetrics\\_March2016.pdf](http://www.start.umd.edu/pubs/START_SurveyingCVEMetrics_March2016.pdf)

with a minimum of 70% of participants reporting increase in knowledge of parenting skills and topics as measured in pre and post-test surveys.

6. A total of 300 people (150 per Forum, Years 1 and 2) will participate in the annual *Community Forum*. A minimum of 70% of participants will improve their understanding of subject matter presented in the Forum as measured in pre and post-test surveys.
7. A total of 300 people (150 per year, Years 1 and 2) will receive *Community Referral Services* and be connected with service providers beyond the scope of PEACE.

<b>PEACE INITIATIVE</b>		
	<b>Year 1</b>	<b>Year 2</b>
<b>Youth Engagement Activities</b>	60 (6 activities x 10 participants)	60 (6 activities x 10 participants)
<b>Youth Mentoring Activities</b>	50 participants	50 participants
<b>Culture Exchange Activities</b>	60 (6 exchanges x 10 participants)	60 (6 exchanges x 10 participants)
<b>Great Parenting Workshops</b>	100 (4 workshops x 25 participants)	100 (4 workshops x 25 participants)
<b>Community Forum</b>	150 participants	150 participants
<b>Referral Services</b>	150 participants/services	150 participants/services
<b>Total served</b>	<b>570 participants</b>	<b>570 participants</b>

Activities within the scope of PEACE will reach well over 500 unduplicated New Americans in the Middle-Tennessee area. This project not only benefits individuals that might be deemed “at risk” for extremist violent behavior, but also informs the community in an effort to decrease negative stereotypes, facilitate cross-cultural communication and promote unity.

## Section B – Needs Analysis

The greater Middle-Tennessee area encompassing Davidson County has one of the highest refugee populations in the nation per capita with the county taking in more than half of the entire state's incoming refugees. The refugee population in Tennessee grew by about 7,000 people between 2008 and 2012, about 5,000 of which were in the Nashville area.<sup>5</sup> As of 2012, there were about 57,869 refugees in Tennessee<sup>6</sup> with Nashville hosting the highest refugee population in the state. Though refugees with 79 different nationalities have been resettled in the U.S., the four largest refugee populations resettled both nationally and in Tennessee in 2014 came from Iraq, Burma, Somalia, and Bhutan with these four comprising 66.5% of all refugees arriving in the country.<sup>7</sup>



Millennials in the United States (born between 1982 and 2000) represent a quarter of the nation's population<sup>8</sup> and are also the most diverse generation compared to any of those that preceded them with 44.2% representing a minority race or ethnic group. The populations NICE and PA serve are representative of this demographic.

“Millennials, as a generation, have a ‘personality’ of confidence, self-expressive, liberal, upbeat, and open to change.”<sup>9</sup> While these perspectives are optimistic, it is noted that this generation is a demographic of considerable interest to extremists.<sup>10</sup> Reaching Millennials through a variety of constructive, positive, and identity-building approaches will, in turn, encourage community belonging within the greater American space. These constructive, positive, identity building approaches within research supported methodologies are the foundation of PEACE.

The American dream has not become a reality for some New Americans, leading to frustration and disenchantment with an inability to realize the ideals that many hoped to achieve by resettling in the U.S.<sup>11</sup> Unemployment concerns and poverty experienced by New Americans

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<sup>5</sup> <http://www.cctenn.org/services/tennessee-office-refugees/resources>

<sup>6</sup> *Ibid*

<sup>7</sup> *Facts compiled from the United Nations High Commissioner for Refugees (UNHCR), the Office of Refugee Resettlement (ORR), and the Department of Homeland Security (DHS)*

<sup>8</sup> *2015 Census Bureau Report.*

<sup>9</sup> *Pew. (2010). Millennials: Confident. Connected. Open to Change" <http://www.pewsocialtrends.org/2010/02/24/millennials-confident-connected-open-to-change/>.*

<sup>10</sup> *Lyons-Padilla, S., Gelfand, M. J., Mirahmadi, H., Farooq, M., & van Egmond, M. (2015). Belonging nowhere: Marginalization & radicalization risk among Muslim immigrants. Behavioral Science & Policy, 1(2), 1-12.*

<sup>11</sup> *Steimel, S. J. (2010). Refugees as people: The portrayal of refugees in American human interest stories. Journal of Refugee Studies, 23(2), 219-237.*

is noteworthy. The 2010 Census shows that the median income for foreign born Davidson County residents is \$36,892, with 27% of foreign born residents living below the poverty line. This contrasts to the median income of \$44,751 of United States born residents, of which 13.8% live below the poverty line.<sup>12</sup>

Research suggests that "radicalization often starts with individuals who are frustrated with their lives, society or governmental policy."<sup>13</sup> These experiences are shaped by broader structural factors. Perceptions of social exclusion, real or perceived discrimination, frustrated expectations, and government repression may push individuals into collective violence.<sup>14</sup> Friends, social networks, and services provided by extremist groups, alternatively, may pull individuals into violent extremism. Providing educational and vocational opportunities for populations susceptible to recruitment by extremists serves both to counter indoctrination messages and to provide youth with new skills, job security, and a positive vision of their future.<sup>15</sup> These opportunities are key elements of the PEACE Initiative.

Although the adversity associated with the refugee experience is well documented, less is known about the way it impacts behavioral components of acculturation and adjustment. Key concerns include gang involvement and delinquency. In recent decades, the United States has seen a large increase in the number of gangs comprising immigrant and second-generation American youth.<sup>16</sup>

The Bureau of Immigration and Customs Enforcement's arrest data from 2005 to 2007 show gang members of 53 different nationalities.<sup>17</sup> More recently, Somali refugee youth involvement in domestic gang activity post-resettlement has emerged as a significant concern. An estimated 200 Somali refugee youth are believed to be active in gangs in Minneapolis,<sup>18</sup> a fourfold increase over the preceding four years.<sup>19</sup>

National security concerns have been raised in relation to immigrants and refugees joining and fighting for violent extremist organizations. In 2008 this concern gained prominence

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<sup>12</sup> 2010 American Community Survey, *Selected Characteristics of the Native and foreign born populations*

<sup>13</sup> Precht, T. (2007). "Home grown terrorism and Islamist radicalization in Europe: From conversion to terrorism," Danish Ministry of Defense, December 2007. Retrieved: [justitsministeriet.dk](http://justitsministeriet.dk)

<sup>14</sup> Denooux, G., Carter, L. (2009) *Guide to the Drivers of Violent Extremism*, Mgt Systems Intl for USAID.

<sup>15</sup> Ellis, B. H., MacDonald, H. Z., Lincoln, A. K., & Cabral, H. J. (2008). *Mental health of Somali adolescent refugees: The role of trauma, stress, and perceived discrimination*. *Journal of Consulting and Clinical Psychology*, 76(2), 184–193.

<sup>16</sup> *Ibid* .

<sup>17</sup> *Ibid*

<sup>18</sup> Weine, S. & Ahmed, O. (2012). *Building resilience to violent extremism among Somali-Americans in Minneapolis- St. Paul. Final Report to Human Factors/Behavioral Sciences Division, Science and Technology Directorate, US Department of Homeland Security*. College Park, MD: START

<sup>19</sup> *Ibid*

when approximately 22 young Somali refugees left their Minneapolis homes for Somalia to fight alongside Al-Shabaab<sup>20</sup> designated a “foreign terrorist organization” by the U.S. government in 2008. In 2014, additional concerns about the potential for Somali immigrants, among others, to support violent extremism resurfaced when it emerged that a handful of immigrants and refugees living in the United States traveled to Syria and Iraq to become “foreign fighters” with the extremist group known as the Islamic State.<sup>21</sup> Each of these examples describes problematic behavior that holds significant implications for the safety in the U.S. and countries abroad. Although the number of refugees engaging in these activities represents a minority of the overall refugee population within North America, it nonetheless raises critical questions about why these individuals become involved in such activities, and to what degree these activities and behaviors are interrelated. Although issues related to preventing gangs and delinquency have typically been handled separately from efforts to prevent violent extremism, research is underway to understand the potential overlap of these negative outcomes and the possible shared processes by which an individual may become engaged in, or diverted from, these behaviors.<sup>22</sup>

### **Evidence base for proposed interventions**

There is no central “risk factor” why people become violent extremists.<sup>23</sup> Forthcoming findings from a START project funded through the NIJ<sup>24</sup> describe the multifaceted phenomenon of radicalization by examining over 1,500 cases across ideologies and time. The findings indicate that each case is unique, depending on personal circumstances and the larger environment. However, in determining possible entry points for interventions, there are some recurring factors associated with a significant percentage of individuals who carried out, or attempted to carry out acts of violent extremism. These findings, in turn have direct implications for community-based practices responding to violent extremism. The PEACE Initiative has intervention elements known to be successful in preventing rather than reacting to radical extremism behaviors.

***Modeled after Best Practices for Developing Resilient Communities and Addressing Violent Extremism,***<sup>25</sup> research based recommendations from DOHS, START Program and CVE experts,

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<sup>20</sup> Valentine, G., Sporton, D., and Nielsen, K. B. 2009. *Identities and Belonging: A Study of Somali Refugee and Asylum Seekers Living in the UK and Denmark. Env and Planning D: Society and Space* 27:234-250.

<sup>21</sup> Longstaff, P.H., N.J. Armstrong, K. Perrin, W.M. Parker, and M.A. Hidek. 2010. *Building Resilient*

*Communities: A Preliminary Framework for Assessment. Homeland Security Affairs. Vol. VI, No. 3*

<sup>22</sup> National Institute of Justice (2014)

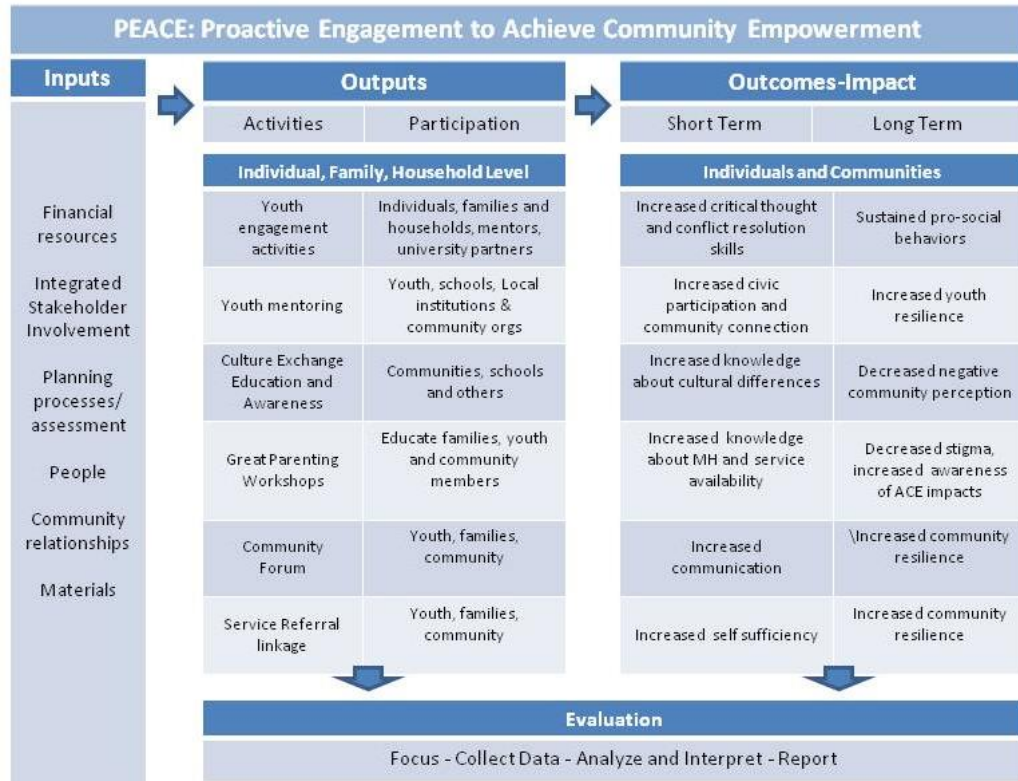
<sup>23</sup> Newman, E. (2006) “Exploring the “root causes” of terrorism”, *Studies in Conflict & Terrorism*, 29(8),749-772

<sup>24</sup> National Institute of Justice, *Profiles of Individual Radicalization in the United States*

<sup>25</sup> Weine, S., Ellis, H. (2015) *Best Practices for Developing Resilient Communities and Addressing Violent Extremism. START Program. Retrieved:*

[https://www.start.umd.edu/pubs/START\\_LessonsLearnedfromMentalHealthAndEducation\\_FullReport\\_Oct2015](https://www.start.umd.edu/pubs/START_LessonsLearnedfromMentalHealthAndEducation_FullReport_Oct2015).

the PEACE Initiative is in direct alignment with the Integrative Framework for Best Practices in CVE.<sup>26</sup> The **PEACE logic/outcomes model** demonstrates the linkage of inputs, outputs and impactful outcomes.



<sup>26</sup> *Ibid*



## **Section C – Organizational Expertise**

Nashville International Center for Empowerment (NICE) is a 501(c)3 non-profit, community-based organization dedicated to ensure refugees and immigrants achieve their full potential now and for generations to come. NICE strives to empower refugees and immigrants in Middle Tennessee through direct social services and educational programs such as English Language Learning classes, pre-high school equivalency (HSE) courses, citizenship education, employment services, refugee resettlement, immigration assistance, health, and youth after-school programming. NICE has served over 21,000 New Americans from more than 70 nations during the last 10 years.

Peace Ambassadors USA (PA) is a non-profit, community based organization with leadership who have over 21 years established engagement with Muslim youth and families. PA was founded with the goal of fighting bias, bigotry, and racism through education and interfaith dialogue. PA is a prominent organization in the Muslim community with a collective reach of over 1,000 Muslim youth and their families who actively participate in PA sponsored activities in the area. PA recently purchased outright a new 10,500 sf building for classes and activities for use by all faiths and denominations. PA also has considerable interface with local leaders and officials who serve Middle Tennessee and the State at large including former and current mayors, Senators, Congressmen and Nashville police commanders.

## Section D – Budget Detail and Narrative

### *Risk based considerations*

Financial stability is evident in both applicant organizations. NICE’s experience and excellent work in the field is demonstrated by over \$1 million in funding yearly entrusted to the organization from federal, state and local government agencies, as well as foundations and corporations within Middle Tennessee. NICE received its first federal grant in 2008 and has continued to receive federal funding year over year as a result of significant community need, program excellence, and accurate and timely reporting. PA has significant expertise in mobilization of the community for fiscal resources as the organization relies entirely upon community contributions to operate. Further, the organization does not have any debt and owns a building worth more than \$1 million. Both PA and NICE have quality management systems including over thirty years’ combined program management expertise, a confidential client database designed to monitor individual results as well as overall program outcomes, and nearly a decade of experience in federal grant fiscal oversight, reporting, and resource distribution.

### *History of fiscal and grants management*

NICE has expertise in administrative and fiscal oversight of federal funds and grants management with complex projects such as the proposed PEACE initiative. NICE became an affiliate of the Ethiopian Community Development Council (ECDC) in 2011 and has received federal funding for its resettlement program since the program began. In 2015 alone, NICE operated four federal grants at a combined \$690,000 with an additional 7 state and city grants totaling \$440,000. NICE participates in yearly audits with its most recent audit completed February 19<sup>th</sup>, 2016 by HA Beasley and Co. PLLC. In addition to grant expertise, both PA and NICE have significant capabilities in community mobilization for fiscal resources.

### *Budget Detail*

Personnel	340,000
Fringe	49,810
Travel	0
Equipment	0
Supplies	21,500
Contractual	30,000
Construction	0
Other	3,800
<b>Total Direct Charge</b>	<b>\$445,110</b>

Indirect Charges	0
<b>Budget Category Total</b>	<b>\$445,110</b>
<b>Non-Federal Resources</b>	
Applicant	0
State	0
Other	0
<b>Total Non-Federal Resources</b>	<b>0</b>
<b>Income</b>	
Program Income	0
<b>Total Budget</b>	<b>\$445,110</b>
Federal	445,110
Non-Federal	0
<b>Total Project Cost</b>	<b>\$445,110</b>

### *Budget Narrative*

<b>Personnel:</b>	
<u>Executive Oversight</u> [President/CEO of NICE and PA (10% FTE)]: Leadership and guidance to program staff. Provide contact information for members of the community who will assist with program goals. Collaborate with the Operations and Finance Director; oversees reports; ensures integrated program services.	\$7,500
<u>PEACE Program Coordinators</u> (x2, 100% FTE) Oversees the coordination and administration of all aspects of an ongoing program including planning, organizing, staffing, leading, and controlling program activities. These include but are not limited to: planning the delivery of the overall PEACE program and implement a program evaluation framework to assess the strengths of the program and to identify areas for improvement; Develop funding proposals for the program to ensure the continuous delivery of services; Engage volunteers for appropriate program activities using volunteer management practices. Candidate will have a Master's degree or higher; 5 years' experience in cross-cultural program coordination with experience in directing a program.	\$90,000
<u>PEACE Youth Program Specialists</u> (x2, 100% FTE) Job Description: Support planning and coordination of PEACE program and its activities; Ensure implementation of policies and practices; Maintain budget and track expenditures/transactions; Manage communications through media relations, social media etc. Schedule and organize meetings/events and maintain agenda; Prepare paperwork and order material. Keep updated records and create reports or proposals. He/she will supervise the PEACE Program Assistants. Positions hired when funding available. The candidate will have a Bachelor's degree or higher; 3+ years' experience in cross-cultural program coordination.	\$75,000
<u>PEACE Community Program Specialists</u> (x2, 100% FTE): Job Description: Recruits clients, conducts intake and enrolls eligible clients in project components; publicizes services to the community; coordinates activities with other program staff; creates and updates computer database client files; maintains records required for internal and external evaluation; provides logistical and administrative assistance support.	\$62,000

<u>PEACE Community Liaisons</u> (x2, 100% FTE): Job Description: Recruits clients, conducts intake and enrolls eligible clients in project components; publicizes services to the community; coordinates activities with other program staff; creates and updates computer database client files; maintains records required for internal and external evaluation; provides logistical and administrative assistance support.	\$62,000
<u>Program Evaluator</u> (50% FTE Y1): Job Description: Supports the program coordinator in development of evaluation methodology. Utilizes said methodology in analysis of effectiveness of the program. Performs program analysis and submits all required reports.	\$15,500
<u>Operations and Finance Director</u> (5% FTE): Job Description: Prepares financial reports, prepares audit, 990, payrolls, IRS and state taxes, provides staff support and overall supervision; oversees reports and develops streamlined client services.	\$3,000
<u>Administrative Assistant</u> (100% FTE): Job Description: Creates necessary documentation, publicizes services to the community; coordinates activities between program staff; updates computer database client files; maintains records required for internal and external evaluation; provides logistical and administrative assistance support.	\$25,000
<b>Personnel Total:</b>	<b>\$340,000</b>
Fringe benefits: 14.65% of program personnel's salaries (including usual coverage of social security, employment security, FICA, health insurance, and work compensation benefits, etc.)	\$49,810
Contractual: Speaker fees (\$20k), Creative services (\$10k)	\$30,000
<b>Fringe Benefits &amp; Personnel Total:</b>	<b>\$419,810</b>
<b>Other Costs</b>	
<u>Supplies</u> : Office supplies- general desktop and daily office items such as paper, printer ink, pens, notepads, folders, staplers. Copier costs (estimated at 12 cents per page of general copying expenses for program related activities for 12 months), office supplies cost for 12 months. Supplies related to youth programs and community programs; printing for marketing	\$21,500
<u>Travel</u> : n/a	0
<u>Equipment</u> : n/a	0
<u>Occupancy</u> : (25% of space usage / \$191 per month x 12 months)	\$2,300
<u>Professional fees</u> : including audit cost, technical assistance, and accounting	\$1,500
<b>Other Total Costs</b>	<b>\$25,300</b>
<b>Grand Total</b>	<b>\$445,110</b>