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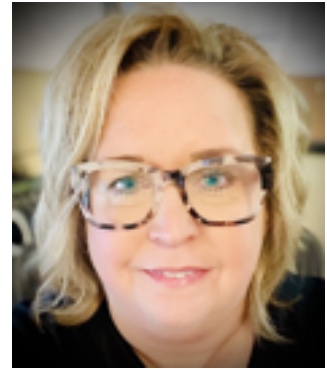
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## from mac's executive director

Happy Holidays to Our Members and Friends:

There's no denying that the holiday season is in full swing! The TV ads are trying to convince us that the only way to show love and appreciation is by purchasing matching vehicles or the most up-to-date tech gadget.

Whatever holiday(s) you celebrate over the next days and weeks, I believe the perfect gift you can give those who mean the most to you is your uninterrupted time and attention. My kids are grown and I cannot remember 99% of the gifts I gave them, but I do remember the moments we spent together playing games, creating art, or just laughing. I asked my grown-up kids what they remember from the holidays, and to my delight, they can't remember most of the stuff they received, but remember how they felt being together with family and friends.



This message may be simplistic, but I wish someone had reminded me of it when my kids were younger that it's okay to not drive to ten stores trying to find that one doll or Lego set. Even if in the moment my kids were occasionally disappointed, they don't remember that feeling of disappointment 10-20 years down the road. My children now remember and appreciate the smell of cookies baking, making snow angels in the year, or watching the same movie together, year after year.

So give yourself a break and breathe in the moments of togetherness and tradition. Someday, your family will be the reason you smile or even shed a tear. I wish each and every one of you a peaceful and memorable holiday season!

In Peace,

Bobbi Holtberg

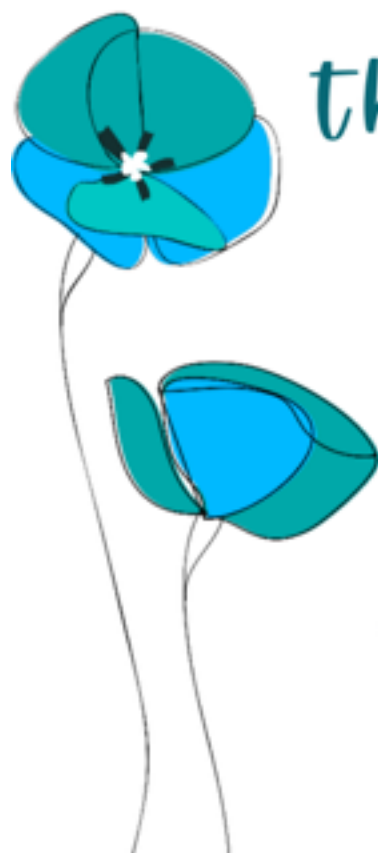


MAC has been blessed to have Julia Tindell serve on our staff for the past 5+ years. Julia will be moving on to an exciting new adventure in the beginning of 2022.

Julia will update everyone about her new opportunity in the January 2022 newsletter. We are so grateful to Julia for her tremendous work and contribution to MAC over the years. All of us who have been lucky enough to work with [Julia](#) and get to know her will miss her so much!.

# HAPPY HOLIDAYS

MAC's office will be closed  
on **December 24** and  
**December 31** for the  
holidays.



*thank you*

We are so  
grateful to our  
members &  
friends who  
generously  
donated to MAC  
for 2021 Give to  
the Max Day.

## WIN TICKETS TO A ST. PAUL SAINTS GAME!

Donate to MAC between now  
and December 31st to win 2  
Spring 2022 tickets!





**If you donate to the Minnesota Alliance on Crime between today, December 1, and December 31, 2021**, you will be automatically entered into a raffle to win 2 FREE tickets for a St. Paul Saints game in April or May 2022!

All you need to do to be eligible to win:

1. **[Donate to MAC at our Givemn.org site](#)** (there is no require donation amount)
2. After donating you will be automatically added to the raffle
3. On January 3, 2022 we will hold a drawing for the winner!

If you have any questions, please contact [Danielle](#) or [Amea](#).

## news from the field

### **Minnesota Public Radio: Dianne Haulcy - Why It's Important to Talk to Kids About Race**

When your children are young, you might get nervous as a parent at the prospect of telling them about things — like what racism is — that may scare them or take away their innocence. Dianne Haulcy joined host Cathy Wurzer to tell the parents out there: Don't avoid those conversations. Talk to your kids about race. [Click to read or listen](#).

### **National Center for Victims of Crime: Submit a Proposal for the 2022 National Training Institute**

The National Center for Victims of Crime is now accepting workshop proposals for the 2022 National Training Institute taking place in St. Louis, Missouri from October 6-8, 2022. Submit your idea for a workshop that addresses how we can innovate victim services, achieve safety and justice, and strengthen partnerships. We encourage submissions that include multiple institutions and diverse perspectives on all topics related to the impact of crime on victims and their communities. For more information and to submit a proposal, click [here](#). **Proposals are due February 11th, 2022 at 5PM EST.**

### **National Child Traumatic Stress Network: Psychological First Aid for Displaced Children and Families**

This resource is a an evidence-informed flexible approach to assist displaced children and families immediately after arriving in the US. This approach includes a set of tools to assist staff in supporting displaced children and families through early transitions. Because each child and family comes with their own experiences and circumstances, it is important to tailor your interactions to meet their unique needs. Practice cultural competency and humility in every interaction (learn about cultural norms and the political, historical context from which the children and families came). [Learn more](#).

### **National Mass Violence Resource Center: Hate Crimes and Mass Violence Podcast**

**[“Hate Crimes and Mass Violence”](#)** is the latest Mass Violence Podcast (MVP) sponsored by the National Mass Violence Victimization Resource Center. Dr. Dan Smith is joined by Georgia State Senator Michelle Au. Months after being sworn into office, Sen. Au's district faced a shooting spree that primarily targeted Asian-owned businesses. Sen. Au talks about the Atlanta spa shootings and the simmering, hate-based violence the Asian American and Pacific Islander community has faced over the last two years.

### **National Mass Violence Resource Center: How to Identify an Experienced Trauma-Focused Therapist**

In the aftermath of a mass violence incident (MVI), communities are often inundated with offers of help and support. This will include individuals who define themselves as trauma “experts” in delivering therapy or counseling to MVI victims. Such claims of expertise may be false, exaggerated, or merely misguided, leaving communities with little guidance about how to determine whether someone has the training or expertise to provide the most effective interventions to victims and survivors in the wake of an MVI. Selection of a trauma-focused mental health intervention will vary depending on factors, such as the victim's age, cultural background, specific needs, previous history of trauma and/or victimization, and severity of problems, as well as whether the intervention is conducted immediately after an MVI or further down the line. [Read more](#).

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# BLACK ALLIANCE



— FOR US / BY US

Black Alliance is a space for Black advocates, practitioners, and folks who work in the field of DV/SV/HT in any capacity. This space is for collaboration, support, insight, learning and being. We welcome you into a space that's for us, by us.

Please join us for the second Black Alliance meeting on Monday, December 13, 2021 at 1:00PM via Zoom

Register here: <https://bit.ly/3pwgnGz>

**Please join us for the second Black Alliance meeting on Monday, December 13, 2021 from 1:00 – 2:30pm via Zoom.**

**Register here: <https://bit.ly/3pwgnGz>**

If you are a Black advocate, practitioner, or person working in the DV/SV/HV field in any capacity, check out Black Alliance and register at the link above! The first Black Alliance meeting was powerful and filled with an abundance of laughter along with moments of deep truth-telling and belonging; we invite you to join.

Black Alliance was created by three powerful Black advocates who recognized the need for a space specifically designed for and by Black people working in this field. It's a space of support, togetherness, healing, joy, and so much more. We welcome you into a space that's **for us, by us**.

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## Register for the Next Sexual Violence Prevention Network Quarterly Meeting

**Date: December 9, 2021**

**Time: 1:00 p.m. – 2:30 p.m.**

**Presenters: Cristine Davidson and Rebecca Balog, Minnesota Indian Women's Sexual Assault Coalition**

In 2021, the Minnesota Indian Women's Sexual Assault Coalition (MIWSAC) conducted a sexual violence prevention/leadership Indigenous Youth Town hall and a Healthy Indigenous Masculinity Virtual Panel with male/male identified folks to discuss healthy Indigenous masculinity.

Please join us to explore the results of these conversations, outreach, and outcomes of engaging Indigenous youth and males in collective liberation to end sexual violence across Minnesota and our relatives across Indian Country. Together, we can link arms to end sexual violence. **[Register today.](#)**

upcoming trainings & webinars

The Minnesota Alliance on Crime invites you to join us for

## **Cultivating Culture Change: Healthy Occupational Identity Management Skills for Victim Service Professionals**

Trainer:  
Johnanna Ganz, Ph.D.  
Ganz Consulting

### **NEW SERIES**

## **Cultivating Culture Change: Healthy Occupational Identity Management Skills for Victim Service Professionals**

Join the Minnesota Alliance on Crime for this new series, in which participants will learn how to develop healthy Occupational Identity (OI) skills for transforming organizational culture. This series will feature two tracks: one for leaders (Nov 2021 - Feb 2022) and one for anyone working in victim services (Feb - May 2022).

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### **Leadership Track Webinar 2**

## **Building the Structure of Sustainable Formal Organizational Culture Development for Healthy Occupational Identity Management**

**Thursday, December 2, 2021 from Noon to 1:30 pm**

Formal organizational culture isn't about bowties and briefcases. Formal organizational culture is more about the written rules and documentation on how to be a successful employee in an agency.

The second of four sessions of the Cultivating Culture Change: Leadership Track, join Dr. Johnanna Ganz for this webinar that explores the role of formal organizational culture in developing long-term sustainability and healthy occupational identity management.

Through the lens of leadership and focusing on the skills of mission and values alignment and inclusive systems thinking, we will discuss the heart of organizational culture, the core sources of formal culture, and review how to document and build lasting occupational identity management changes into the very fabric of your organization!

### **Audience**

Leadership team members of victim services organizations or any team member responsible for managing people, departments, or day-to-day functions of the organization. This includes those with or without supervisory responsibilities and at any level of leadership.

**This webinar is FREE for all.**

**You do NOT need to have attended the November webinar to participate in this session!**

**Register Now for the Webinar**

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### **Leadership Track Workshop 2**

## **New Ways to Do Familiar Work: Grounded and Informed Decision-Making Processes**

**Thursday, December 16th, 12:00 to 1:30 pm**

Many mission-driven agencies rely on top-down decision-making processes for important decisions that directly impact the lives and occupational identity management of workers. Leaders using top-down

processes often see staff resistance, confusion, or passive-aggressive behaviors. Yet, these actions often stem from unmet needs that are normal within a mission-driven environment and within formal organizational hierarchies.

Participants should come prepared to dive in-depth into the Grounded and Informed Decision-Making Process to practice their skills of power-sharing and leading familiar work in new ways that better address the occupational identity connection! This process serves to meet the needs of all impacted parties, work through typical channels of decision-making, and restructure decision making processes to be focused on making decisions through communal participation.

### Learning Outcomes

- Access and review the *Grounded and Informed Decision-Making Process Tool*
- Practice the OI informed leadership skills of Connection to Mission/Values and Inclusive Systems Thinking
- Spend 45 minutes in applied practice using the process to guide group decisions

### Audience

Leadership team members of victim services organizations or any team member responsible for managing people, departments, or day-to-day functions of the organization. This includes those with or without supervisory responsibilities and at any level of leadership. Must have watched/attended prior webinar for full participation.

### Workshop Prerequisite

Participants in this workshop must attend the December 2nd webinar. If you cannot attend on this date there will be a recorded version offered after December 2.

### Webinar Fee

- **FREE for MAC members** (Is your program a MAC member? [Check here.](#))
- \$50 per person for non-members

**Register Now for the Workshop**

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## Other Trainings and Webinars

*All event times are listed as Central Time.*

### Elder Abuse in Indian Country

**Sponsored by the Minnesota Elder Justice Center**

**Webinar | December 2, 2021 | 1:00 to 2:00 pm**

The National Indigenous Elder Justice Initiative (NIEJI) was created to address the lack of culturally appropriate information and community education materials on Elder abuse, neglect, and exploitation in Indian Country. The presentation on elder Abuse in Indian Country is designed for those who work with Indigenous elders to identify and address Elder Abuse in Indian Country. The presentation will help one understand the various types of abuse and become knowledgeable about elder abuse issues. [Learn more.](#)

### Practical Strategies for Self-Care

**Sponsored by the Office for Victims of Crime**

**Webinar | December 13, 2021 | 12:30 to 2:00 pm**

Developing an intentional and consistent self-care practice is critical to help minimize the impact of work-related trauma exposure and maintain healthy resilience, but it is not a “one size fits all” concept. While traditional self-care activities, such as massages or yoga practices, can be valuable parts of a self-care toolbox, this webinar will explore why it’s critical to recognize the importance of other factors, including setting healthy boundaries and accessing support as an integral part of a holistic approach to self-care. [Learn more.](#)

### Trauma and Attachment

**Sponsored by Women's Advocates**

**Webinar | December 13, 2021 | 10:00 to 11:30 am**

We will develop an understanding of attachment theory, its origins, and modern applications; learn how infants and children develop attachment styles and how their patterns of attachment influence how they



navigate the world, and develop awareness of how domestic violence impacts development and attachment styles. [Learn more.](#)

## **Overview of the Older Americans Act & Indian Country in the State of Minnesota**

**Sponsored by the Minnesota Elder Justice Center**

**Webinar | December 16, 2021 | 1:00 to 2:00 pm**

Congress passed the Older Americans Act (OAA) in 1965 in response to concern by policymakers about a lack of community social services for older persons. Although older individuals may receive services under many other federal programs, today the OAA is considered to be a major vehicle for the organization and delivery of social and nutrition services to this group and their caregivers. This workshop will provide an overview of the tribal carve-out within the OAA through its two key provisions, Title III and Title VI. [Learn more.](#)

## **Invisible Injuries: Domestic Violence, Traumatic Brain Injuries and Strangulation**

**Sponsored by End Abuse of People with Disabilities**

**Webinar | December 19, 2021 | 1:00 to 2:30 pm**

While some disabilities are present at birth, many people with disabilities acquired their disability through trauma. Advocates who work with domestic violence survivors have known for decades that abusers intentionally target a victim's head, neck and face, with terrifying and painful repeated assaults and strangulation. Come to this webinar to learn about the brain and how it functions, and be introduced to the characteristics, signs, symptoms, and consequences of traumatic brain injury and strangulation.

[Learn more.](#)

contact us

As always, if you have any suggestions for MAC, we welcome your input!

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about the minnesota alliance on crime

The Minnesota Alliance on Crime connects systems, service providers, and victims to advance the response for victims of all crime. MAC is a membership coalition of more than 90 crime victim service providers in Minnesota, including prosecution-based victim/witness programs, community programs, law enforcement agencies, and individuals committed to supporting crime victims. We support our membership through training, technical assistance, resources, public policy and legislative initiatives, and networking opportunities.

For more information about MAC, go to [www.mnallianceoncrime.org](http://www.mnallianceoncrime.org).

To join our coalition of Minnesota crime victim service programs, [click here](#).