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in this issue

From MAC's Executive Director

February Is Black History Month

Working Toward an Anti-Racist Future

MAC February Holiday

February 10, 2021 MemberConnect

Save the Date for the Spring 2021 Regional Membership Meetings

News from the Field

Office on Violence Against Women: Current Funding Opportunities

MAC Training: Using Emotional Intelligence to Calm the Chaos

Other Trainings & Webinars

Employment Opportunities

Contact Us

from mac's executive director

Dear MAC Members and Friends:

As we enter what, for me, are usually the dark days of winter, I find myself seeing the light of hope more than the darkness of the days.

We witnessed significant events during the month of January 2021. Some events happened that most of us would never have believed could occur in America, and others restored equilibrium and structure to what were chaotic days and weeks.



I am hopeful because of the actions that have been taken to begin to dismantle some of the policies and practices that have harmed and even further marginalized BIPOC individuals and communities. While this is necessary and long overdue, I know racial injustice started long before racist officials were elected and it will not vanish because new words are being spoken on the national stage.

What is making me most hopeful is the work that MAC staff and board have committed to investing in to ensure MAC is an anti-racist organization. Understanding the roots of racism helps explain the patterns of inequity and structural racism that persist.

One necessary step in undertaking this work is developing a common analysis. Groups that move forward without investing in shared language and values often find themselves stuck later, when they realize that team members are working from different assumptions and definitions, and thus may arrive at or buy-in to a different set of solutions.

You will be able to read more about the journey MAC is taking later in this newsletter. We want to do this work with transparency and offer our discoveries to others who may be also be on this journey. If you are a member of MAC, please join us in April for our Regional Membership Meetings, where we will be conducting consensus building workshops on MAC's anti-racism work.

My wish is that each of you will feel hope in your work and lives. Together, we can spread the light of hope and begin to wipe away the darkness of injustice. Thank you for all that you do, every day, to be the light of hope in the lives of crime victims.

In Peace,

Bobbi Holtberg

February Is Black History Month



"We must never forget that
Black History is American History."

YVETTE CLARKE, U.S. CONGRESSWOMAN



The Minnesota Alliance on Crime (MAC) has an obligation to our member programs, our staff, our Board of Directors, and our stakeholders—especially victims and survivors of crime—to be a proactively anti-racist organization. The values of racial justice and anti-racism are woven throughout [our core values](#), and are vital to [our mission to advance the response for all victims of crime](#), especially Black victims, Indigenous victims, and other victims of color. As a coalition, it is also important that MAC's work is guided by the needs, desires, and expertise of our member programs and stakeholders.

In response to the need to be proactively anti-racist in every facet of MAC, our board and staff have mindfully planned and are working on the following activities:

- MAC has contracted with Julie Richards of Inquire, Decipher, Progress to administer the [Intercultural Development Inventory](#) (IDI) and the [Intercultural Conflict Style Inventory](#) (ICS) for staff and board and facilitate group and 1:1 debriefing discussions of the results.
- MAC staff has completed the IDI/ICS, debriefed collective results, and met 1:1 with Julie to debrief individual results and formulate action plans.
- MAC board has completed the IDI/OCS, debriefed collective results, and are currently meeting 1:1 with Julie.
- MAC staff are participating the Healing Roots workshop, [European American Identity and Culture](#). Staff also meet bi-weekly to discuss our personal cultural identities.
- Julie Richards will attend the Spring 2021 Regional Membership Meetings in April to involve MAC members in consensus building workshops around anti-racism.

MAC is committed to doing this critical work with integrity and transparency. All staff and board members have agreed to participate fully in the process, and to make a commitment to purposefully pursue action to implement all steps determined by the upcoming consensus workshops with staff, board members, and MAC member programs.



February Holiday

MAC's office will be closed
Monday, **February 15, 2021**
in honor of
President's Day.

MAC Member Connect

The Reading Edition: Let's Talk
About Our Favorite Books!

Wednesday, February 10, 2020
Noon to 1:00 pm



Is your organization a whirlwind of change at the moment? Are you overwhelmed or anxious by COVID-19? Are you having a lot of feelings right now? Do you just need to talk and laugh with other MAC members?

If any of the above resonate with you, join the Minnesota Alliance on Crime for a weekly free gathering on Zoom to share, network, vent, laugh, and **connect** with your fellow members and MAC staff. **All MAC members are welcome to join us!**

February 10, 2021 Discussion:

- Join us to talk about books! What was your favorite book as a child? What's your all-time favorite book? What have you read lately? Would you like a recommendation of something new to read?

Please note that to increase your safety and privacy, all registrations now are handled through the Zoom website and all registrations are personally approved by MAC staff members. MAC will never post information online about joining the meeting.

February 10, 2021 from Noon to 1:00 pm.

Questions? Contact [Danielle](#).

Join us for a great conversation!



Northern Minnesota
Wednesday, April 7: 1:00 to 4:00 pm

Central Minnesota
Tuesday, April 13: 9 am to noon

Twin Cities Metro
Thursday, April 22: 9 am to noon

All MAC members are welcome to join us. Mark your calendars. More information and registration coming soon!

news from the field

Battered Women's Justice Project National Resource Center on Domestic Violence and Firearms: More Than Just a Piece of Paper - A Toolkit for Advocates on Firearms and Domestic Violence During COVID-19

Over the past ten months, BWJP/NRCDVF has researched public attitudes toward firearm-involved intimate partner violence, as well as attitudinal impediments to disarming domestic violence offenders, with support from The Joyce Foundation. The culmination of these efforts is this resource: More Than Just a Piece of Paper: A Toolkit for Advocates on Firearms and Domestic Violence During COVID-19. This toolkit provides advocates with tools for engaging conversations (both locally and on the state level) on the impact of firearms on domestic violence victim-survivors, particularly during periods of wide-spread crises such as the COVID-19 pandemic. [Download toolkit.](#)

BrownTown Podcast: Nonprofit Industrial Complex

This podcast dissects the philanthropic world's inherent root in inequity as well as its changes and challenges from the grassroots over the years. "As summer 2020 brought a racial justice reckoning, everyday people began to distrust institutions, better understand how whiteness and anti-Blackness permeates in even (and especially) the most trusted charitable giving, and how we can build better networks for funding, support, and trust outside of established institutions." In this episode, '[Nonprofit Industrial Complex](#)' tracks the history of nonprofits and provides strategies to transform and work outside them. [Listen now.](#)

Men as Peacemakers: Video - Gender Violence, White Supremacy & Patriarchy = Riots at US Capitol

In January, Men as Peacemakers had a heavy, but necessary, conversation about the riot and violence we witnessed unfold at the U.S. Capitol on January 6, 2021. We talked honestly about our reactions and how we were feeling as the riot was taking place. Then we pivoted to look at the root causes that allowed this violence to happen: white supremacy and patriarchy. What does accountability look like? How do we continue to have these hard conversations with ourselves, our families, and beyond? What is our role as men & masculine folks? [View video.](#)

National Institute of Corrections: Becoming Trauma Informed Webinar Series - An Essential Element for Justice Settings

With increased awareness of the effects of stress, adversity, and trauma on people's lives, criminal justice professionals are considering what this means in their correctional settings. The webinar speakers have extensive experience in delivering trauma informed education and services to the men and women in the custody of the California Department of Corrections and Rehabilitation as well as other state and local agencies nationally. This webinar series guides administrators and correctional staff through the process and will provide updated information and research. [Learn more.](#)

National Mass Violence and Victimization Resource Center: Transcend App

The Transcend app was developed by the NMVVRRC for survivors, their families, and anyone who would like to support those affected by mass violence. The app allows users to learn about the impact of mass violence and practice coping strategies that are useful in managing emotional and behavioral reactions to trauma. Transcend offers survivors and those seeking to help others the option of exploring the coping resources within the app, or taking a brief assessment to direct them to sections that might be most helpful. We hope that this app is helpful as you and your community work to move forward and rise above mass violence. Access Transcend from your smart devices at these links (or search for "TRANSCEND NMVC" in the App or Play Stores): [iOS](#) and [Android](#).

National Network to End Domestic Violence Safety Net: Understanding Encryption: The Connections to Survivor Safety

For many survivors of domestic violence, sexual violence, stalking, and trafficking, having private and secure ways to communicate and store files electronically is a vital part of their safety. For victim service providers and other professionals working with survivors of abuse, using communication and storage

tools that prioritize privacy and security helps ensure they're supporting the survivor's privacy and safety. Strong encryption is a critical part of the solution. Also available in Spanish. [Read now](#).

National Resource Center for Reaching Victims

[**The Supporting Crime Victims with Disabilities Online Training Toolkit**](#) was designed to provide comprehensive and culturally responsive informational and educational resources, tools, videos, and examples of best practices for law enforcement, forensic interviewers, victim advocates, and others to prepare them to effectively respond to victims of crime with disabilities across the lifespan. Leveraging the guidance and expertise of representatives from these fields, the toolkit embodies ideals of intersectionality, accessibility, and usability among others.

National Women's Law Center: In Defense of Black Survivors Statement and Open Letter

To all of the survivors speaking your truth – we see your courage, we will work to support you, and we are prepared to demand justice on your behalf. For too long, your stories have been routinely dismissed, disbelieved, and disenfranchised from the media narrative around sexual abuse and misconduct. Erasing stories like yours is yet another form of the violence you have already had to endure. This Black History Month and beyond, we hope those institutions complicit in perpetuating these injustices will, finally, take notice. [Read more](#).

New York Law School Review: Accountability and Repair - The Prosecutor's Case for Restorative Justice

Our carceral and punitive approach to accountability has not worked, and despite campaign promises and political claims, society is not safer for it. Spending on policing, prosecuting, and incarcerating large numbers of people has put an enormous financial strain on public budgets. Significantly, this flawed approach does little to heal victims or meaningfully prevent crime through rehabilitation or other responses that attend to the underlying causes and drivers of criminal behavior. Rather than continue down this ineffective and troubling path, we need to embrace new approaches to accountability that repair the harm caused to victims, hold people who commit harm accountable, incorporate evidence on reducing recidivism, and end cycles of over-policing and over-incarcerating marginalized communities. [Read article](#).

PBS News Hour: Symbols of Hate, and Their Racial Implications, at the Capitol Hill Riot

January's riot on Capitol Hill was filled with hate symbols: nooses, confederate flags, violent graffiti symbols. Ivette Feliciano spoke with civil rights lawyer and founder of the Equal Justice Initiative, Bryan Stevenson, about the racial implications of the riot, how moments like this reverberate for people of color, and what history can tell us about how to approach these challenging times. [Click to watch or read](#).

Southern Poverty Law Center: The Year in Hate and Extremism 2020

In 2020, SPLC tracked 838 active hate groups. Though numbers have dropped 11% overall, we are still recording historic highs. In 2015, the numbers jumped from 784 to 892, and they have remained well above 800 for the duration of the Trump presidency. [Read more](#).

Vera Institute of Justice: How Can District Attorneys' Offices Use Restorative Justice?

Restorative justice is a framework that views crime, conflict, and wrongdoing as harm to relationships and not merely violation of the law by focusing on people who have been harmed and their needs, while also holding people who have caused harm directly accountable for those needs. Restorative justice successes include reduced recidivism, high satisfaction rates from all participants, and cost savings. Prosecutors should offer restorative justice as a genuine alternative as early in the life of a case as possible. This fact sheet explains restorative justice and explores ways in which prosecutors can use restorative justice models. [Read now](#).

Office on Violence Against Women: Current Funding Opportunities

Grants to Enhance Culturally Specific Services for Victims of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Deadline March 23, 2021

This grant program supports the maintenance and replication of existing successful community-based programs providing culturally specific



services to victims of domestic violence, dating violence, sexual assault, and stalking, as well as the development of innovative culturally specific strategies to enhance access to services and resources for victims who face obstacles to using more traditional programs.

Sexual Assault Services Culturally Specific Program Solicitation

Deadline March 16, 2021

This grant program supports nonprofit organizations that focus primarily on culturally specific communities and have experience in the area of sexual assault or who partner with an organization having such expertise.

Enhanced Training and Services to End Abuse in Later Life (Abuse in Later Life Program) Solicitation

Deadline March 23, 2021

This grant program supports a comprehensive approach to addressing abuse in later life, including domestic violence, dating violence, sexual assault, stalking, neglect, and exploitation committed against victims who are 50 years of age or older.

Transitional Housing Assistance Grants for Victims of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Deadline March 13, 2021

This grant program supports programs that provide 6-24 months of transitional housing with support services for victims who are homeless or in need of transitional housing as a result of a situation of domestic violence, dating violence, sexual assault, or stalking; and whom emergency shelter services or other crisis intervention services are unavailable or insufficient.

Improving Criminal Justice System Responses to Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Deadline March 31, 2021

AEquitas and the U.S. Department of Justice, Office on Violence Against Women (OVW) will be hosting a pop-up webinar to discuss application eligibility and the process for applying for this funding. The presentation will focus on program requirements and highlight examples of successful proposals. The pop-up webinar is scheduled for Wednesday, February 10th from 1:00 – 2:00 PM EST and will be recorded for later viewing by individuals who are unable to attend live. ICJR encourages state, local, and tribal governments and courts to treat domestic violence, dating violence, sexual assault, and stalking as serious violations of criminal law requiring the coordinated involvement of the entire criminal justice system. [Register here to join.](#)

upcoming trainings & webinars

please join the minnesota alliance on crime
for a free training

using emotional intelligence
to calm the chaos

february 18, 2021
1:00 to 3:00 pm

presented by
robin stubblefield,
vitalize consulting



Using Emotional Intelligence to Calm the Chaos

Thursday, February 18, 2021 from 1:00 to 3:00 pm

Description

In 2016, The World Economic Forum named Emotional Intelligence (EI) as one of the Top 10 Skills of 2020 in their Future of Jobs Report. It's 2020 and the future is now. In our professional (and personal) roles we need to communicate constructively with others, engage in cooperative and collaborative relationships, continue forward through change, and navigate challenges and problems more so than ever. Your ability to understand and practice EI is a critical ally in all these areas. During this session, you will gain an understanding of the skills that comprise EI, assess your own EI strengths and challenge areas, and identify opportunities for how you can apply EI effectively in times of chaos and change. Be ready to learn with and from fellow participants and actively engage in reflection and activities!

2.0 standard CLEs will be applied for.

The webinar will not be recorded.

Presenter Bio

Robin is the owner and principal consultant, coach and facilitator at Vitalize Consulting LLC where she specializes in the areas of strengths-based performance, leadership development, career strategy, team effectiveness, and emotional intelligence. Prior to starting Vitalize Consulting LLC, she spent time in human resource/talent management roles in the corporate sector and in career coaching and student affairs administration roles in higher education. Robin holds a M.A. in educational psychology and a B.A. in psychology and is an International Coach Federation (ICF) certified coach.

Register today!



Crime Scene to Trial & Forensic Interviewer at Trial Train-the-Trainer Application Now Open

Applications Due February 28, 2021

Experiential training is the most effective form of training for prosecutors, law enforcement officers, child protection workers, forensic interviewers, and other professionals responding to a report of child maltreatment as part of a multidisciplinary team (MDT). Experiential training results in a greater retention of knowledge and the growth of skills necessary to respond to child maltreatment with excellence.

In order to address the need to expand experiential training opportunities for MDTs, Zero Abuse Project is looking for state and local partners willing to participate in a FREE train-the-trainer program which will result in that state or local entity being licensed to teach one or both of the courses below.

Crime Scene to Trial. In this 3-day course, MDTs respond to a report of child maltreatment involving abusive head trauma, child sexual abuse, neglect, emotional abuse, witnessing domestic violence, and animal cruelty. Working as a team, students process a crime scene, interview witnesses, interrogate suspects, conduct a forensic interview, apply for search warrants, and make decisions as to charges. [Learn More about Crime Scene to Trial.](#)

Forensic Interviewer at Trial. In this 3-day course, teams of prosecutors and forensic interviewers participate in a portion of a mock trial in which the prosecutor conducts a direct examination of the

forensic interviewer. An attorney portraying a defense attorney then cross examines the forensic interviewer and the prosecutor conducts a redirect. In addition, a defense expert critiques the forensic interview and the prosecutor must cross-examine the defense expert. [Learn More about Forensic Interviewer at Trial.](#)

[Download Application.](#)

Other Trainings and Webinars

Solo Seniors

Sponsored by the Minnesota Elder Justice Center

Webinar | February 11, 2021 | 1:00 pm

Unique challenges are faced by Minnesota's solo adults - folks living without supports traditionally provided by family networks. Join us to hear from researcher and consultant Linda Camp about the current state of the field; and new opportunities we have to consider our services for solos! We'll explore barriers that may prevent solo adults from identifying or accessing services provided by our agencies or organizations; and ways we can meaningfully reach solo Minnesotans. [Learn more.](#)

Teen Dating Violence 101

Sponsored by the Domestic Abuse Project and Women's Advocates

Webinar | February 12, 2021 | 1:00 to 2:30 pm

In this webinar, you can expect to learn: What is teen dating violence? A few (hopefully) helpful stats and definitions. Why does it happen? From families and individuals to systems and culture. What can you do? Today and in the future. [Learn more.](#)

An Overview of the Paycheck Protection Program

Sponsored by the National Center for Victims of Crime

Webinar | February 12, 2021 | Noon to 1:00 pm

Please join us for this webinar, which will focus specifically on the Paycheck Protection Program (PPP) that may be available to your organization during COVID-19. [Learn more.](#)

Eviction Expungement

Sponsored by Standpoint

Webinar | February 18, 2021 | 2:00 pm

An eviction record can present a substantial barrier to victim/survivors obtaining safe and stable housing. Eviction expungement is a fairly straightforward process that is accessible to people who do not have an attorney. Similar to protective orders, advocates can readily assist victims/survivors with expunging evictions. In this webinar, Standpoint's housing advocate/attorney team will present on the basics of eviction expungement: which cases qualify; what to write in the expungement motion; how to file the expungement motion; how to prepare for the expungement hearing; and what to do after the hearing. [Learn more.](#)

Get to Know the Minnesota Elder Justice Center

Sponsored by the Elder Justice Center

Webinar | February 18, 2021 | 1:00 pm

As the Minnesota Elder Justice Center grows in its size and reach, we welcome you to join us to learn more about our work and services. The MEJC provides advocacy and legal support to individuals and families experiencing abuse, neglect, and financial exploitation of older and vulnerable adults. Additionally, we provide professional training and technical support and offer community education opportunities in addition to policy work supporting comprehensive changes at the federal, state, and local level to reduce abuse, neglect, and exploitation. Join us to understand how the MEJC can support your work, community, or circumstance. [Learn more.](#)

What About the Abusive Person? Abuse Intervention Programming 101

Sponsored by Domestic Abuse Project and Women's Advocates

Webinar | February 26, 2021 | 10:00 to 11:30 am

Participants will learn the following: 1. Understanding more about people who choose to use abuse in their relationships and their ability to change. 2. What abuse intervention programs are and aren't. 3. Considerations for continuing relationships with abusive partners. [Learn more.](#)

Save the Date: 2021 Virtual Summit

Sponsored by the Zero Abuse Project

Conference | June 22-23, 2021

Mark your calendars for the annual Zero Abuse Project Summit! This year we will be coming to you virtually over two days. Topics will focus on forensic interviewing, investigation and prosecution of child abuse cases. Keep an eye out in the coming weeks for an agenda, registration information, and speaker list. We are excited to be hosting virtually this year and hope you will join our experts as we come together to build a world where every child is free from abuse.

employment opportunities

Resources for job seekers:

[Association of Minnesota Counties Jobs](#)

[Indeed](#)

[Legal Services State Support Positions Available](#)

[Minnesota Council of Nonprofits Job Board](#)

[Minnesota County Attorney's Association Job Bank](#)

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.

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