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from mac's executive director

Dear MAC Members and Friends:

It was exactly one year ago when I sat down to write my message for the January 2020 issue of the newsletter. I had no idea how much our world, our work, and our lives would change within a few short months. I don't need to remind anyone of the universal obstacles that caused immediate reactions. What was once our mundane routine became foreign territory that needed to be conquered. For me, everything changed. Even my sleep and wake patterns altered.



2020 was a year of reaction. For people like me who need a plan, a plan that has been deliberately crafted, rooted in careful analysis of information, measurable goals, and inventory of capacity and resources, 2020 knocked us off our axis. But here's the thing - I am still here, the earth is still moving around the sun, and I learned new skills that will serve me well in 2021, no matter what the year throws at me.

When I take time to step back, breathe, and take in all the incredible work MAC accomplished in 2020, I am humbled and amazed. While it felt like we were swirling in the winds of chaos at MAC, we were still able to listen and hear the needs of our members and stakeholders and then act on them. We had a really great training plan laid out for 2020, but it was nothing compared to the trainings that were ultimately developed and delivered to meet the immediate needs of our members. We forged relationships, out of necessity, that will benefit MAC's work in the months and years to come. Maybe a little chaos is what I needed to grow new skills and conquer some fears.

Don't get me wrong, I would give anything to have not lost people I loved to COVID-19, and to erase the negative socioeconomic impact too many are experiencing. But I believe the lessons I learned were serendipitous. Obstacles were put in my way to cause growth and adaptation.

I will enter 2021 with a plan, but I will leave room for, and invite, a *little* chaos to keep me on my toes and continue to hone my skill set.

I wish you all a healthy and wonder-filled New Year!

In Peace,

Bobbi Holtberg





# January Holiday

MAC's office will be closed  
**Monday, January 18, 2021**  
to in honor of **Rev. Dr.  
Martin Luther King Jr. Day.**

Please Welcome  
MAC's  
Winter/Spring  
2020 Interns



## Courtney Beaupre

Hi everyone! My name is Courtney Beaupre and I am a senior at the University of Minnesota. I am majoring in sociology of law, criminology, and deviance with a minor in political science. My plan after college is to pursue a career in civic engagement and further develop my skills and passion for helping others! My dream is to work in the FBI or BCA and I truly believe interning with MAC will help me get there. With that said, I may return to school in the future for a masters in sociology or criminal justice, but we will see where life takes me.



In the past, I have had pretty unique jobs. I have made nutrition shakes, worked on campus, worked for the City of Cloquet, etc. Although I am thankful for my past experiences, I am looking forward to working for MAC. I am excited to be in an environment where I can truly hone in on what I am passionate about and build connections.

Fun facts about me: I am left handed! I am a total movie buff, and have been on the Dean's List almost every semester in college even after transferring schools and moving two hours from home. Also, I will be running my second half marathon this summer! COVID has made training nearly impossible, but physical activity gives me an opportunity to turn my brain off for a bit, which I truly believe is healthy for all of us. I am a strong proponent for therapy and self care rituals that work best for *you*. I hope the new year gives everyone the resources they need to build on self growth and happiness.



## Tajma Habib

Hello, my name is Tajma. I was born and raised in Minneapolis, Minnesota. I am a first-generation student in my last semester of undergrad at Southwest Minnesota State University. I am majoring in justice administration with a minor in pre-law. My plan after graduation is to attend law school.

In my spare time, I like to spend time with my family and friends doing outdoor activities like swimming, kayaking, and skiing in the winter. Prior to the pandemic, I also loved to go to concerts and other music events. I also love to travel to different states and overseas. My favorite place I have been to so far is Toronto, Canada. Hopefully, the pandemic will slow over, and I will be able to travel again.

Fun facts about me: I can speak two languages other than English, which are Oromo and



Amharic. I have been collecting valuable sneakers like Air Jordan and Nike since I was in high school and I now have over 100 pairs.

## news from the field

### **Latinos United for Peace and Equity to Promote Racial Equity: Strategies to Recruit, Hire, and Sustain Diversity in the Workplace**

There is strong empirical confirmation that effectively recruiting, hiring, and retaining a diverse staff is positively correlated with increased organizational performance. Many studies and surveys show however, that recruiting, hiring, and retaining a diverse staff is a challenge that many organizations face. [Strategies to Recruit, Hire, and Sustain Diversity in the Workplace](#) responds to this by providing suggestions towards a more comprehensive recruitment strategy and an interview and selection process that addresses biases perpetuated through existing hiring practices.

### **Minnesota Coalition Against Sexual Assault: A Guide to Safe Harbor Protocol Project Planning**

Communities across Minnesota are coming together to talk about how to respond to sexual exploitation and sex trafficking. MNCASA has been working with teams of professionals from across disciplines to improve their systems response through developing community-specific, victim-centered protocols. Protocol development can be an intimidating goal, so MNCASA has worked to develop tools and resources that teams can use at every stage of the process. This resource is intended to help teams with project planning—although every community will need to find the process that works best for them, this tool provides some suggestions for benchmarks, timelines, and important considerations. [Learn more.](#)

### **Missing and Murdered Indigenous Women Task Force: Report to the Minnesota Legislature**

The Minnesota Missing and Murdered Indigenous Women Task Force acknowledges and addresses the historic, persistent, human, and Indigenous rights violations and abuses found within our state. With full bicameral support, signed into action by Governor Walz in 2019, the task force is intent on unearthing the root causes behind the historic violence against Indigenous women, girls, and two spirit (LGBTQQIA) people. This report to the Minnesota Legislature, which reflects the collaboration of 27 Task Force members and other key stakeholders, calls for systemic legislative and social changes to resolve the crisis that has devastated Indigenous communities across our state and this country for far too long. [Read report.](#)

### **National Mass Violence and Victimization Resource Center: 12 Self-Help Tips for Coping in the Aftermath of the Attack on the U.S. Capitol**

The horrific and terrifying events that occurred on January 6, 2021 at the U.S. Capitol were traumatizing for our nation's leaders and their staff, and very distressing to all Americans who witnessed the mayhem through the news media and social media. Recognizing the devastating mental health impact of this terrible day, the National Mass Violence and Victimization Resource Center (NMVVC) has developed this [resource sheet](#).

### **Office for Victims of Crime: National Crime Victims' Rights Week Posters and Theme**

National Crime Victims' Rights Week will be commemorated April 18–24, 2021 and the theme—*Support Victims. Build Trust. Engage Communities.*—emphasizes the importance of leveraging community support to help victims of crime. In preparation for April 2021, the Office for Victims of Crime is pleased to announce the [online release](#) of the National Crime Victims' Rights Week color palette and Theme Poster. Update your preferences or sign up for the [National Crime Victims' Rights Week subscription list](#) by January 11, 2021 to receive a complimentary print copy of this year's Theme and Awareness Poster Kit. Subscribers also receive important email updates, including the online release of the 2021 National Crime Victims' Rights Week Resource Guide.

### **VAWnet: How Can Mainstream Advocates and Domestic Violence Programs Enhance Services and Supports to Older African American Survivors**

Earlier this year, the [National Clearinghouse on Abuse in Later Life \(NCALL\)](#), in collaboration with the [National Resource Center on Reaching Victims](#) created the [Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors](#) toolkit. This three-part resource includes a [content guide](#), a [series of video clips](#), and the [Reflections workbook](#). The content guide includes several learning modules and videos clips which examine the unique lived

experiences of older African American survivors and the dynamics present for them as they attempt to navigate through inequitable and racialized victim services systems.

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## Collective Future Fund: Call for Multi-Year Grant Submissions

The Collective Future Fund (CFF) is a pooled fund established in 2019 to bring together donors, social justice movements, and survivors to heal, resource, and mobilize to shape a collective future free from sexual harassment and violence. Collective Future Fund supports efforts that are led by women of color who are survivors of gender-based violence.



CFF is committed to doing more than supporting organizations with rapid response funding to meet the immediate needs created by new and old issues. Our commitment is to support the work to end gender based violence over the long-term. Movements know that the solutions to the challenges we face aren't rapid and require time to build. To that end, CFF has created this fund as a multi-year grant opportunity to resource organizations to the scale of what's needed to bring solutions based in safety to fruition.

2020 was filled with an unprecedented combination of upheavals. Our communities are still reeling from the simultaneous experiences of the COVID-19 pandemic, joblessness and economic instability, recurring white supremacist violence that sparked widespread uprisings, and having to fight for an American democracy that has never prioritized our voices. CFF believes this moment is the tipping point for gender and racial justice movements that have been working towards change for decades. 2020 has laid bare the human cost of denying our past and ignoring our present.

CFF wants to help sustain and grow BIPOC women, queer, and trans people of color-led movements to help create a survivor-led feminist future. The goal of the Collective Power for Survivor-led Feminist Futures Request for Proposals is to actualize broader visions of building power, laying out the path needed to cultivate communities rooted in care and mutuality, build collaborative ecosystems, and have the resources to sustain the fight towards liberation.

[Click to learn more about this funding opportunity.](#)

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## TRAINING INSTITUTE

PEOPLE INCORPORATED  
MENTAL HEALTH SERVICES

### Mental Health Training Through a Chronic Stress Lens

*Russ Turner, Director of the People Incorporated Training Institute*

Our brains are constantly taking in information through our senses. While this is an obvious statement, it's worth pausing to reflect on just *how much* information is coming in, the nature of it, and what it means for our wellbeing. It is estimated we take in as much information in a single day as

someone 100 years ago would have in an *entire year*. While 100 years seems eons ago to us, especially as we stare at our computers and sit in our ergonomic office chairs, 100 years is a mere blip in the evolutionary history of the species. Our brain architecture is the same and responds in much the same way as it has for thousands of generations. The constant barrage of messages on the 24-hour news cycle, the endless rabbit trails on the internet, and the infinite social media scroll is a new experience of chronic unrelenting stress for our old brains as it takes in and tries to make sense of all of this information. This development in the last 100 years isn't biological, but environmental.

When we do trainings on mental health awareness at the [People Incorporated Training Institute](#), we take this model of the "scanning brain" as a basis of understanding. We're constantly taking in messages through our senses and thinking about how each and every message, tweet, post, video, or bumper sticker elicits a stress response in the old, survival-focused parts of our brain. Psychologist Daniel Kahneman calls the fight-or-flight part of our brain the "System One" brain and points out that it works very quickly, is always on (even when you're asleep), and is error-prone. Each time the stress response is turned on, the amygdala sends messages to our adrenal glands, resulting in a jolt of stress hormones being pumped into our bloodstream preparing us for action and response to the "threat."

What happens to our health and wellbeing over time when the threat is in a social media post, text message, video chat, or COVID-19 related news? Our old responses of increased blood pressure, increased heart rate, and blood rushing to our big muscles and vital organs seem ill designed and inappropriate for this modern age. All of this sits opposite our neocortex, known as our thinking brain, or “System Two” according to Kahneman. This part of our brain works much slower, but is quite reliable. It allows us to pause, consider, connect, and figure out what to do, rather than just react.

What can we do to keep our own System Two brain in control to help calm a crisis and guide an upset person back to theirs, too? Only the neocortex can process actions that help other people, show compassion, display empathy, and connect with others – all of which are at the heart of de-escalation: pausing, listening, and reflecting concerns.

The other track we are led down when we consider the sheer scale of information we are taking in is what the effects of chronic unremitting stress are on a person’s mental and physical health. The quick answer is that the stress hormones are toxic if they hang around in the body, meaning that a wellness plan must include ways to flush them out. The other part is finding ways to stimulate our parasympathetic nervous system or PNS so that we can feel calm, centered, and balanced – meditation, prayer, chanting, and singing all do this, as does a walk in the woods. Just be sure to switch your phone to silent mode and remove your social media apps.

**Use the promotional code MAC2021 to receive 20% all classes at [TrainingInstitute.org](https://www.traininginstitute.org). We offer many trainings that would be helpful for victim service advocates.**

**Stay tuned for an upcoming MAC training with the People Incorporated Training Institute!**

## upcoming trainings & webinars



### **Leading & Sustaining Healthy Organizations**

**A special training program for leaders at MAC member programs.**

**February to August 2021.**

#### **About the Training Program**

Dr. Johnanna Ganz of [J. Ganz Consulting](https://www.jganzconsulting.com) and the Minnesota Alliance on Crime are thrilled to offer Minnesotan crime victim service professionals a 6-month program to enhance their workplaces, learn about occupational identity and organizational culture development, and take action to build more sustainable work environments. Participants will meet on a monthly basis and complete a range of activities to apply learning to their current organization such as reviewing organizational assessment results, developing draft policies and procedures, delivering an agency-specific training, and more.

**Applications open on December 14, 2020.**

**All applications are due by 11:59 p.m. on January 13, 2021.**



## Training Fees

There are no fees to participate in this training program.

## Requirements of Applicants

- **Must work for a Minnesota Alliance on Crime [member program](#).**
- Must be in a Full Time Equivalent (1.0 FTE) leadership position within a direct service agency. The role should have direct reports (part-time and/or full-time employees) and/or have positional power to directly influence organizational policy, practices, and culture.
- Must plan to be at current organization for the duration of the program period (i.e. no current intentions of quitting or job searching).
- Must have organizational support and dedication to provide approximately 6 hours per month to attend calls and complete external work throughout duration of the program. This includes pre- and post-evaluation efforts in addition to the calls.
- Must have organizational support to review current policies, protocols, practices, and culture with the support to make recommendations and changes based on learning.
- Must actively participate and contribute to all calls and complete work outside of the meeting times. This program relies on a [community of practice](#) design which will require use of video, consistent talking, questions, and preparation prior to each call.
- Call time will be split between learning and application/discussion.

**Leaders, please join us for this first-of-its kind opportunity!**

**[Click here for more info & the application packet.](#)**

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## Other Trainings and Webinars

### Advances in Screening for Elder Abuse, Neglect and Exploitation

**Sponsored by the Minnesota Elder Justice Center**

**Webinar | January 14, 2021 | 1:00 pm**

Research on the incidence and prevalence of elder maltreatment is hampered because victimization is largely unreported. Many, possibly most, cases never come to light owing to victims' fear of reprisal and fear of public authorities. Therefore, relying solely on reported experience falls short, not only for research, but for identifying cases, responding to victims, and preventing further harm. This webinar will present screening tools and practices that help elder care professionals ask the right questions, assess maltreatment, and offer protection from further harm. [Learn more.](#)

### Increasing Staff Capacity to Respond to IPV/HT During COVID-19

**Sponsored by Violence Free Minnesota**

**Webinar | January 20, 2021 | 10:00 am**

**This webinar will offer a combination of self-care and organizational practice strategies to help prevent provider burn out and bolster staff readiness for implementing CUES, as well as trauma-informed and healing-centered practices.** [Learn more.](#)

### A Conversation with the Office of the Ombudsman for Long Term Care

**Sponsored by the Minnesota Elder Justice Center**

**Webinar | January 21, 2021 | 1:00 pm**

The Office of the Ombudsman for Long Term Care (OOLTC) is an advocacy program of the Minnesota Board on Aging. OOLTC serves all adults receiving licensed long term care services and supports in Minnesota. This presentation welcomes Genevieve Gaboriault, Deputy Ombudsman, to discuss the critical work of the OOLTC in the midst of the ongoing pandemic, and to share information about the important advocacy services the OOLTC can provide to your participant consumers of long term care services. [Learn more.](#)

### Ask an Expert: Implementing Trauma-Informed Volunteer and Intern Programs

**Sponsored by the National Center for Victims of Crime**

**Webinar | January 27, 2021 | 1:00 to 2:15 pm**

Presenters will discuss approaches to implementing trauma-informed best practices into volunteer and intern programs, as well as explore how investing time and energy into these programs increases organizational capacity and is effective in strengthening programs, outreach, and advocacy efforts. [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.

## upcoming events

### **Violence Free Minnesota 2020 Intimate Partner Homicide Memorial**

**January 26, 2021 at 3:00 pm**

**Register: [https://us02web.zoom.us/webinar/register/WN\\_Piv1W4PkTD6cV3cmDivm4A](https://us02web.zoom.us/webinar/register/WN_Piv1W4PkTD6cV3cmDivm4A)**

On January 26, 2021, Violence Free Minnesota will host a public memorial to honor the lives of those killed due to intimate partner violence in 2020. The program will feature several speakers who will address key issues regarding homicide and domestic violence including Commissioner Jan Malcolm, Minnesota Department of Health; Minnesota State Senator Mary Kunesh-Podein; Elena Anderson, program associate at Praxis; and Artyce Thomas, executive director of Women's Shelter and Support Center. The program will feature the artwork of Lori Greene and will close with a reading of the victims' names.

All are welcome to attend. Questions can be directed to Becky at [bsmith@vfmn.org](mailto:bsmith@vfmn.org)

## 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!**

**Bobbi Holtberg, Executive Director**  
**[bobbi@mnallianceoncrime.org](mailto:bobbi@mnallianceoncrime.org)**

**Danielle Kluz, Program Director - Communications and Engagement**  
**[danielle@mnallianceoncrime.org](mailto:danielle@mnallianceoncrime.org)**



**Amee Krogfus, Program Director - Operations**  
[amee@mnallianceoncrime.org](mailto:amee@mnallianceoncrime.org)

**Julia Tindell, Program Director - Training and Special Projects**  
[julia@mnallianceoncrime.org](mailto:julia@mnallianceoncrime.org)

[www.mnallianceoncrime.org](http://www.mnallianceoncrime.org)

## 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 crime victim service programs, [click here](#).**