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NOVEMBER 2021 NEWS

MINNESOTA ALLIANCE ON CRIME

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from mac's executive director

Dear Members and Friends:

Greetings from the Minnesota Alliance on Crime!

"Three things in human life are important: the first is to be kind; the second is to be kind; and the third is to be kind."

~Henry James



I believe that lack of kindness is a root cause of many of our problems in personal and professional relationships, and in our communities. We have a difficult time seeing past our own thoughts, expecting others to think-act-feel-see things the way we do. Not purposely, I hope. We're just wired to be a bit selfish.

We focus on ourselves out of need. How does this impact me? How do I relate to this situation? What's in it for me? Me, My, Mine. Living in a world of "I want this," we focus on ourselves, by ourselves, with ourselves...to take care of **ourselves**. But sometimes something gets lost in translation along the way.

Kindness is caring about others and doing things to help make **their** lives better. It allows us to connect with other people and build meaningful relationships. When someone does us a kindness, we feel connected and more willing to cooperate with them. When we do something nice for someone, we cultivate trust, and we feel good about ourselves for being a kind person.

In our work and communities, we have seen so much pain and heartbreak. So many lives have needlessly ended. There's so much loss. It's a normal reaction to want to protect ourselves from all of that horror and isolate into our own safe spaces. The problem is that when everyone does that, we lose important connections with our community, and even ourselves.

By being kinder to others you tend to be kinder towards yourself. Remember that anger is toxic. You get what you give. It makes the world a better place. Kindness is a sign of strength. It feels good. It's the right thing to do. **Kindness isn't a feeling. It's an action.** Being kind is not about how you **feel**. It's about what you **do**.

Showing kindness to someone you don't like is really hard. But you just might surprise yourself when you choose to take the high road. You have to remember that it's not about the other person, it's about you and who you choose to be in that moment. Practicing little things like smiling and saying hello to a crotchety neighbor, or not talking badly about a difficult co-worker, or choosing not to clapback at someone when they've disrespected you, are all acts of kindness.

And, even if it feels strange to you, if you show kindness then you're more likely to feel better. You could even start to see the good in people or even learn why they act the way they do. This awareness is what creates real change in relationships and communities.

Kindness can also be the **absence** of action. Being kind is just as much about what you don't choose to do. Avoiding gossip or not joining in with workplace bullies are pretty obvious ways to be kind. Perhaps you don't need to make that witty sarcastic comment that would hurt someone's feelings. (I am working on this!) If something seems like an unkind thing to do, stop and ask yourself if it's necessary or kind. Can you find a different way forward? Or can you just do nothing at all?

Kindness is a two-way street. It's a back-and-forth process that strengthens our bond with friends, family, co-workers, and acquaintances. The more we practice kindness, the healthier our communities, workplaces, and relationships will become.

I wish you all a very kind day! Happy Thanksgiving to you and your loved ones!

In Peace,

Bobbi Holtberg



Save Thursday, November 19, 2021 for Give the Max Day, the day when your gift to MAC to support our work has the most impact!

More information coming SOON.

HOLIDAYS

MAC's office will be closed on November 11 for **Veterans Day** and November 25 & 26 for the **Thanksgiving** holiday.





In today's society, unfortunately, it has become increasingly necessary for Minnesota victim service professionals to know how to best advocate for victims after mass casualty events. MAC has create a resource page that will hopefully assist your program with needed planning, response, and training resources. **Simply [click here](#) to access the resource page.**

If you have any questions or have additional resources to share, please contact [Danielle](#) at any time.

MAC thanks Barb Hedstrom of the Shakopee Police Department and Anne Seymour of Justice Solutions for their invaluable help with this project. We are also incredibly grateful to our former intern, Emily Mackay, for her assistance with compiling these resources.



Elaysha Darden

I am interning for MAC this fall semester. I am a senior at Hamline University, with this being my final semester before I graduate. I will be obtaining my BA in legal studies, with a minor in criminal justice and criminology, in addition to obtaining my paralegal certificate. My path has modified over the years I have spent at Hamline, so I am not sure what my future holds. However, I do know I want to be in the criminal justice world and use my knowledge and skill set to help those in need.

If I am not at school or working as a store supervisor at Lund's and Byerly's, then I am outside! I love being out in the sun, whether that means being in the water or going on long walks around the lake. I am definitely a summer baby; during the cold months I try to do a lot of reading, creative writing, or painting.

By working with MAC I have been able to interact with various people and have had so much exposure to all of the services that support victims. I am extremely excited to explore the various services once my time at MAC ends to see what is a good fit for me.



Carolina Schlawiedt

I am one of the MAC Interns for the fall. I am currently a senior attending Hamline University. I will graduate in May 2022 with a degree in psychology and criminal justice. My goals for after graduation include getting into a clinical psychology PhD program where I intend to become a licensed psychologist and specialize in forensic psychology. In addition, I have a vested interest in doing work with children and adolescents with developmental disabilities, specifically Autism Spectrum Disorder.

My home town is Jensen Beach, Florida I decided to attend Hamline University so I could continue doing gymnastics in college. College gymnastics was a dream of mine for my entire life and I have been in the sport for 19 years. I also coach at my gym and love sharing my passion with kids who also love flipping around like crazy. I am an academic tutor, specifically in psychology. I also love traveling and spending time with my family, friends, and my dog.

I fulfilled my institution internship requirement over the summer at STAR Services where I worked as a direct support professional at a day program called MSS. In my short time there I truly got to learn, engage with, and create meaningful relationships with vulnerable adults. I started a job at ACR Homes a couple of months ago where I work with

vulnerable adults, providing more direct care support directly within the home. Overall, my internship at MAC has been so helpful and everyone that I have worked with has been able to support me and my goals in so many different ways. I am so happy that I got the opportunity to work in the victim services field and learn all about it as well as getting involved with the work that is being done.

news from the field

The Atlantic: America Is Having a Violence Wave, Not a Crime Wave

A historic rise in homicides in 2020—and continued bloodshed in 2021—has incited fears that after years of plummeting crime rates, the U.S. could be headed back to the bad old days, when a crime wave gripped the country from the 1970s to the 1990s. But the [FBI's Uniform Crime Report for 2020](#), released Monday, suggests something stranger: Perhaps America is in the midst of what is specifically a violence wave, not a broad crime wave. Even as violent crime rose, led by significant jumps in murders and aggravated assaults, property crime continued a years-long decline. [Click to read.](#)

Bureau of Justice Statistics: Hate Crimes Report

The Bureau of Justice Statistics recently published [Hate Crime Recorded by Law Enforcement, 2010 – 2019](#). This report presents data from the FBI's Uniform Crime Reporting Hate Crime Statistics Program (HCSP) on hate crime incidents and victims from 2010 to 2019. The report examines incidents and victims of hate crime recorded by law enforcement, trends over time in total hate crimes, and hate crimes motivated by bias against the victim's race, ethnicity, or ancestry.

Esperanza United: Knowledge Base

Our [Knowledge Base](#) is a searchable database of resources, all to strengthen services for Latin@ survivors of gender-based violence. You can filter by topic, audience, or your own key terms. Find research, policy and technical assistance webinars, factsheets, conversations on Afro-Latinidad topics, and more. We are beyond excited to make our work more accessible and help more Latinas, their families, and communities act to end gender-based violence!

National Criminal Justice Association: An Overview - Community Violence Intervention Strategies

In an effort to support communities seeking to implement or expand programs in this area, NCJA has released [An Overview: Community Violence Intervention Strategies](#), the CVI Fact Sheet, a general overview with tangible examples of four of the main types of CVI strategies. This fact sheet offers SAAs and other partners basic terms to gather confidence in the vocabulary and provides some comfortability to explore supporting these programs.

National Network to End Domestic Violence Safety Net: Tech Abuse in the Pandemic and Beyond

Tech abuse is a widespread problem seen by advocates and legal systems professionals across the US. Our new report, "Tech Abuse in the Pandemic and Beyond," shares findings from a needs assessment that included the participation of over 1,000 advocates and legal systems professionals. They told us that tech abuse increased during the COVID-19 pandemic. Survivors and their communities also encountered additional barriers to safety, justice, and healing. [Read now in English and Spanish.](#)

U.S. Department of Justice: Annual Report to Congress on its Work to Combat Elder Fraud and Abuse

The report summarizes the department's extensive elder justice efforts from July 1, 2020 through June 30, 2021. As Attorney General Merrick B. Garland recognized, the COVID-19 pandemic exposed and exacerbated injustices faced by far too many of the most vulnerable among us, including older Americans. Even with the unprecedented challenges of the COVID-19 pandemic, the department achieved noteworthy success in combatting elder abuse, neglect and financial exploitation and fraud as detailed in the report. [Read more.](#)

Standpoint: Immigration Program TA Call Survey

Standpoint's Immigration Program is seeking new and creative ways to provide holistic and accessible technical assistance to advocates, case managers, and other service providers working with immigrant

victim survivors of domestic violence, sexual violence, and human trafficking. The goal is to provide frequent technical assistance calls for professionals to discuss immigration issues with Standpoint's immigration attorney, legal advocates, and other attending advocates, case managers, and service providers. To gauge interest in providing these technical assistance calls, we ask those in receipt of this email to answer a (**very**) short survey. The results of this survey will help Standpoint determine the best methods of providing technical assistance to those working with immigrant victim survivors throughout the state of Minnesota.

To access the survey: [DV/SV Immigration TA Call Survey](#)

Thank you for taking the time to take this survey and for all the amazing work you do every day! Feel free to send it around to anyone you think might be interested!

Funding Opportunity: 2022 National Crime Victims' Rights Week Community Awareness Projects

Apply for funding to raise awareness about victims' rights and services in your community during National Crime Victims' Rights Week (NCVRW), April 24–30, 2022.

NCVRW Community Awareness Projects grants reimburse up to \$5,000 in costs associated with conducting public awareness activities during NCVRW, including—

- public events (including candlelight vigils, resource fairs, 5k walk/runs);
- mass media advertising; and
- the production, publication, and distribution of printed awareness materials.

Apply by Friday, November 12, 2021, 11:59 p.m. Eastern time.

[Learn more and apply.](#)

NCVRW Community Awareness Projects grants are administered by the National Association of VOCA Assistance Administrators under a cooperative agreement with OVC.

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).

Leadership Track: Leadership Skills for Occupational Identity Management and Organizational Culture Change

The leadership track is designed to provide leadership staff with an overview of leadership skills essential for OI management and organizational culture change. Trainings will focus on:

- 6 Core Skills of Leadership (November 2021)
- Formal Culture Development (December 2021)
- Informal Culture Development (January 2022)
- Sustainability for Leaders (February 2022)

Each month, we will offer one webinar and one workshop to practice skills described in the webinar. All events will be virtual.

These sessions are best suited for leaders with a basic understanding of Organizational Identity 101 content.

Audience: Any member of leadership staff, those with supervisory responsibility, and those with daily duties devoted to the organization's daily functioning, policy development, or resource coordination.

If you questions, please email [Julia](#).

Please join us!

Leadership Track Webinar 1

Leading with Care: Six Core Skills of Occupational Identity Informed Leaders

Thursday, November 4, 2021 from Noon to 1:30 pm (please note corrected date)

Serving as a leader in victim services is a critical role that builds the experiences of employees, service recipients, and the organization. Leaders are responsible for organizational culture development as well as supporting all staff, board, and volunteers in connecting to their work in healthy, sustainable ways.

Join Dr. Johnanna Ganz for this webinar that looks at the importance of occupational identity (OI) management from the perspective of leaders. We will examine the six core skills that cultivate healthier organizational cultures and supports individual staff in better managing their occupational identities. After an overview, we will connect the relationships between the skills, leadership, and nurturing organizational culture change through emphasizing the first two skills. Through this work, we will lay the foundation for the series to help you build more functional organizations to improve services and support long-term sustainability for staff.

See TEDx Talk for OI Primer: <https://youtu.be/Qqtn76kdXyo>

Learning Outcomes

- Name and describe the six core skills of OI informed leaders
- Understand and explain the relationships between OI management, organizational culture change, and leadership
- Articulate the specific steps and strategies needed to develop 2 of the 6 core skills

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.

Register Now for the Webinar

Leadership Track Workshop 1

Changing How We Talk: Practicing Communication Skills for OI-Informed Leaders

Wednesday, November 17th, 12:00 to 1:30 pm (please note corrected date)

In this applied workshop, participants can expect an interactive experience and deeper learning on the topics presented in the Six Core Skills webinar. Through modeling, group conversations, 1:1 practice, and more, every leader will have opportunities to refine their deep, active listening skills as well as their direct, ethical, and collaborative communication skills. Plan to walk away with new ideas, tools, or more practice to build your OI Informed leadership skills!

Learning Outcomes

- Strengthen listening practices through 30 minutes of applied practice
- Deepen strategies of direct, ethical, and collaborative communication through 30 minutes of applied practice
- Select 2-3 strategies, ideas, or practices to use in your daily work

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 November 4th Six Core Skills webinar listed above. If you cannot attend on this date there will be a recorded version offered after November 4.

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](#)

Other Trainings and Webinars

All event times are listed as Central Time.

Findings and Recommendations to Improve Statewide Consistency, Equity, and Outcomes for Vulnerable Adults

Sponsored by the Minnesota Elder Justice Center

Webinar | November 4, 2021 | 1:00 to 2:30 pm

Guidehouse Inc., on behalf of MN DHS, will present on findings and recommendations to improve statewide consistency, equity, and outcomes for Vulnerable Adults from the "Evaluation Report of Adult Protective Services Standardized Intake Decision Tool." [Learn more.](#)

From Criminal Court to Civil Commitment

Sponsored by the Hennepin County Family Violence Coordinating Council

Webinar | November 17, 2021 | 12:00 to 1:00 pm

Learn when happens to defendants in Civil Commitment Court. Presented by Carolyn Peterson, Hennepin County Attorney's Office. 1 standard CLE has been applied for. Email jennifer.guzman@minneapolismn.gov to reserve your spot.

Firearm Restriction Laws and Intimate Partner Homicide: Protective Effects by Race

Sponsored by the Battered Women's Justice Project

Webinar | November 17, 2021 | 1:00 to 2:15 pm

In this webinar participants will hear from researchers Charvonne N. Holliday, PhD and April Zeoli, PhD about their recent study examining whether domestic violence firearm restriction laws were associated with reductions in intimate partner homicide and firearm intimate partner homicide in Black and White populations, separately. [Learn more.](#)

Healing Through Safe Connections

Sponsored by Women's Advocates

Webinar | November 19, 2021 | 10:00 to 11:30 am

Join Women's Advocates for a 90-minute webinar and we will discuss: The various ways that survivors'

trauma reactions may play out in helping settings physically, emotionally, and behaviorally. Identifying strategies for creating a warm and welcoming environment for survivors accessing helping services. Learning ways to foster a collaborative, empowering professional relationship with survivors. Presenter: Meggie Royer, Violence Free Minnesota. [Learn more](#).

Coercive Control

Sponsored by Women's Advocates

Webinar | November 29, 2021 | 1:00 to 2:30 pm

Join Women's Advocates for a 90-minute webinar and we will discuss how to: Understand coercive control as a distinct form of domestic violence with devastating, and often lethal, consequences for victim-survivors; Use fictionalized survivor narratives to understand the steadily escalating nature of coercive control and identify red flags; Learn supportive, non-judgmental ways to engage with victim-survivors of coercive control, as well as prevention strategies to challenge and change cultural norms about abusive behavior. [Learn more](#).

Online Expert Q&A: Prosecutors and Trauma Exposure - Effects and Mitigation Strategies

Sponsored by the Office for Victims of Crime Training and Technical Assistance Center

Webinar | November 30, 2021

Few studies have explored secondary trauma among prosecutors. This session will provide an overview of the findings of a research study that applied qualitative methods to examine the perspectives of prosecutors in Virginia who work sex crime cases. The discussion will include mitigation strategies for criminal justice system personnel designed to enhance resiliency while working with victims of crime.

[Learn more](#).

contact us

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

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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.

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