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MINNESOTA ALLIANCE ON CRIME

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from mac's executive director

Dear MAC Members and Friends:

I recently participated in a meeting with other coalition executive directors. We were discussing the challenges of leading organizations: what's working, what isn't. I was asked to describe my leadership style.

About ten years ago, I read the book, [Compassionate Leadership](#), by Manley Hopkinson. It put words to what I felt was missing from most of the workplaces I had been a part of. I decided to try to incorporate the tenets of compassionate leadership in my work, no matter what my position was.

Compassionate leadership recognizes that every team member is not only a significant individual but also an essential thread in the fabric of an entire organization. Compassionate leaders strive to enhance the happiness and well-being of their teammates by supporting them and giving them what they need to excel.

The past weeks and months have certainly tested my skills as a compassionate leader. To put it, as one of my colleagues who was participating in the conversation about leadership did, "It has been a turducken of crisis." While the analogy made me laugh, I realized how true her statement was with the COVID-19 pandemic, George Floyd's murder and the resulting Black Lives Matter uprising, the on-going isolation as we do our work, the critical struggles of family and friends, and so on, and so on...

To thoughtfully and skillfully recognize and embrace the emotions and reactions to trauma that might surface during crisis, a compassionate leader must allow them to be felt. Unless we recognize our own natural human response to a crisis and process these strong emotions, we won't have the capacity to grasp these reactions from others we seek to help. In other words, leaders must first relate to and help themselves before they can do the same for others.

Organizations, and the individuals within them, need moments to breathe, and to give a name to what they are experiencing before they can create meaning from it as they move on. Leaders can set the tone for such healing by expressing vulnerability and sharing personal fears, concerns, and uncertainties.



Another simple practice is acknowledging that no leader has all the answers. Authenticity is critical, or individuals will pick up on the dissonance between our words and our feelings and skepticism and loss of credibility will follow. When vulnerability is present, others will have space to share their experiences as well and will make it easier to establish this level of openness in day-to-day interactions.

When people exhibit fear and a desire for protection and self-preservation, compassionate leaders validate those feelings as normal. Again, naming emotions reduces tension and opens the door to addressing them. Compassionate leaders strive to provide a safe environment to express emotions. Without safety and trust, it's impossible for individuals to move past pain, stress, and anxiety, and refocus on their work and the organization's mission.

So, my answer to the question was, "I strive to be a compassionate leader." I hope all MAC staff know that they are each essential threads woven into the tapestry that is the Minnesota Alliance on Crime.

In Peace,

Bobbi Holtberg



To continue our work to achieve our mission, MAC needs your valuable feedback as a member of our coalition. This year's member survey is quick and easy! We will use your feedback to help us set strategic goals and better serve our member programs statewide.

Check your email for the link to complete the survey. If you did not receive the survey, please [email Danielle](#).



**MAC MEMBER
PROGRAMS:**

**ALL
MEMBERSHIP
RENEWALS
ARE DUE**

Contact Danielle at
danielle@mnallianceoncrime.org if your
organization hasn't renewed yet.

Don't lose your benefits as a MAC member. Renew today!

[Click here to download the FY21 membership application](#) Questions? Contact [Danielle Kluz](#).

Would your organization like to join MAC? We offer amazing benefits for our members [Click here for more info](#).



Are you feeling isolated working from home? Is your organization a whirlwind of change at the moment? Are you overwhelmed by COVID-19 news and/or news of the uprising? 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!**

August 5, 2020 Small Group Discussion:

- Extra small groups of 2-3 people to discuss advocating for victims during a pandemic/social crisis. We had a great time doing this format last month!

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.

August 5, 2020 from Noon to 1:00 pm.

Questions? Contact [Danielle](#).

**Click to
register**

news from the field

Aurora Consulting: Working Together - Four Values for Collaboration

Being together feels a little different now. We needn't be physically near to be together...our society's understanding of working together is changing in a big way. Previously, working together meant sitting down at a table together whenever possible. We know now that we don't have to be in the office to work together. Working together means working towards a common purpose. And even more than that, it means achieving more as a team than you could as individuals. [Read more.](#)

Casa de Esperanza: Would You Like to Update Your Existing Language Access Plan? Apply Today to Have Your Plan Reviewed!

If you have an existing language access plan and would like one-on-one assistance with reviewing your plan, we can help! Staff from [Casa de Esperanza](#) are working with agencies to help them review and revise their language access plans to be more inclusive of all victims, particularly those victims from diverse backgrounds. If you would like to have your language access plan reviewed, reach out to Leo Martinez at lmartinez@casadeesperanza.org to apply. Space is limited. Programs will be accepted on a first come, first served basis.

Deaf Unity: Paths to Healing in the Deaf Community Video Project

Through this video project, Deaf Unity has created [a series of videos](#) where Deaf survivors share their experiences, the impact of their traumatic event(s), and their paths to healing. The series also includes videos on how to recognize symptoms of stress and trauma, when to implement self-care techniques or to seek help, examples of self-care techniques, and how to create a plan for healing. The video series was designed by, and for, the Deaf community.

National Clearinghouse on Abuse in Later in Life and National Resource Center on Reaching Victims: Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors Toolkit

The Toolkit centers the voices and lived experiences of older African American crime victims and it offers

practical ways for criminal justice system stakeholders and victims services providers to enhance their work and effectively address systemic barriers older African American victims face in their healing and recovery processes. This three-part Toolkit includes a guide with content modules, a workbook with reflection questions, and video clips of older survivors sharing their stories and an expert panel providing insight into the crime victim experience and best practices to increase older African American victims access to healing supports and just outcomes. [Learn more.](#)

National District Attorneys Association: National Domestic Violence Prosecutors Best Practices Guide

The primary goals of this document are to increase victim safety, offender accountability, and community accountability by challenging prosecutors to aggressively prosecute domestic violence cases when the evidence supports prosecution. This document focuses on strategies for the successful prosecution of cases even when victims are unable or unwilling to participate in prosecution. It also includes a discussion of ways prosecutors can play a valuable role in advocating for community-oriented interventions to help support survivors and their children in breaking the cycle of family violence. [Download here.](#)

National Latin@ Network: Needs Assessment Survey

Casa de Esperanza is committed providing the best quality of services to our Latina@ community and stakeholders who share our mission to end gender-based violence. We are interested in hearing from anyone engaged in supporting Latin@ survivors, their families, and communities. Please consider filling out a 15 minute survey about how we can improve our resources, tools, and advocacy to better meet the needs of Latin@ survivors. [Click to take the survey.](#)

Office for Victims of Crime: 2021 National Crime Victims' Rights Week

In her [message to the field](#), Office for Victims of Crime Director Jessica E. Hart announced that next year, National Crime Victims' Rights Week will be commemorated April 18–24, 2021. The theme OVC Director Hart selected—Support Victims. Build Trust. Engage Communities.—emphasizes the importance of leveraging community support to help victims of crime.

Race Forward: New Video Series on Racism

What Is Systemic Racism? is an eight-part video series that shows how racism shows up in our lives across institutions and society: wealth gap, employment, housing discrimination, government surveillance, incarceration, drug arrests, immigration arrests, infant mortality... yes, systemic racism is really a thing. [More information.](#)

Respect Ability: Ensuring Virtual Events Are Accessible for All

The COVID-19 pandemic is causing organizations to transition many events and conferences that originally were in-person to virtual ones. The good news is that it is easy to make online events accessible to everyone if you know how. A new toolkit by the national disability advocacy nonprofit Respect Ability aims to help organizations do so. [Learn more.](#)

The Marshall Project: They Agreed to Meet Their Mother's Killer. Then Tragedy Struck Again

"A Florida family opted for restorative justice over the death penalty for the man who murdered their mom. What happened next made them question the very meaning of justice." [This article](#) addresses the complexities of restorative justice practices in homicide cases.

Vera Institute of Justice: Just Ask - A Toolkit to Help Advocates, Attorneys, and Law Enforcement Meet the Needs of Crime Victims with Disabilities

The toolkit lays out four simple steps for providing accommodations to survivors with disabilities, and includes sample language you can use when talking to survivors. It also outlines what your agency needs to have in place for staff to be able to provide accommodations as soon as survivors request them. Just Ask is comprised of three audience-specific toolkits: [Advocate Toolkit](#), [Attorney and Prosecutor Toolkit](#), and [Law Enforcement Toolkit](#).

Minn. Stat. §611A and Private Admonitions

Minnesota County Attorney's Association Ethics Committee, MCAA Monthly Brief, May 2020

The Minnesota Supreme Court enjoys all "authority necessary" for promulgating and enforcing the rules governing the professional conduct of licensed Minnesota attorneys. This authority includes instituting all "rules concerning the presentation, hearing, and determination of accusations against attorneys." Minn. Stat. § 480.05. The specific thirty rules applicable to attorney discipline proceedings are codified in the Minnesota Rules on Lawyers Professional Responsibility.

The purpose of lawyer discipline is not to punish or shame the attorney but rather to protect public safety and the integrity of the profession while still reasonably allowing lawyers to earn a livelihood. It follows that discipline is therefore proportional to the gravity of the misconduct. Serious misconduct results in public discipline wherein the lawyer is publicly identified. In contrast, private admonitions are just that: private and undiscoverable by the public. Private admonitions are designed to "coach and counsel" the lawyer into full ethical compliance without bringing concomitant reputational harm.

From the point of view of an assistant county attorney, public discipline cases are generally obvious. Public discipline cases often involve a pattern of intentional malfeasance, such as lying, stealing or harassment. Alternatively, public discipline is sometimes imposed for patterns of gross incompetence that cause significant harm to clients. See *In Re Scannell*, 861 N.W.2d 678 (Minn. 2015) (public discipline appropriate when county attorney committed two counts of fourth-degree criminal sexual conduct and making derogatory statements on his blog about criminal defendants that he was currently prosecuting).

Pursuant to Rule 8(d)(2), RLPR, if lawyer's conduct was unprofessional but of an "isolated and non-serious nature", then a private admonition is appropriate. Because the data and facts sustaining specific private admonitions are generally unknowable, a reasonable assistant county attorney may be at a loss in ascertaining what performance issues could result in an unwelcome admonition.

Minn. Stat. § 611A, Crime Victims: Rights, Programs, Agencies, provides a wide variety of comprehensive statutory rights for alleged crime victims. For example, pursuant to Minn. Stat. § 611A.021, the prosecutor "shall make a reasonable and good faith effort" to inform victims of proposed plea agreements. As the experienced prosecutor knows, this chapter requires prosecutors to comply with a large number of additional mandated notice and advisory requirements.

Minnesota Rules of Professional Conduct Rule 8.4 (d), Misconduct, provides that it is professional misconduct for a prosecutor to "engage in conduct that is prejudicial to the administration of justice." There is no scienter or mens rea requirement that the Office of Lawyers Professional Responsibility must prove in an 8.4 (d) charge. So too, the OLPR need not prove any other rule violation before alighting on Rule 8.4 (d). Rather, the OLPR need only demonstrate by clear and convincing evidence that the prosecutor, for whatever reason, failed to "make a reasonable and good faith effort" in notifying a victim about an important 611A notification right.

For example, if police issue a citation for domestic assault, the prosecutor must notify the victim that the prosecutor is declining charges based on the evidence. Certainly, a missed phone call, inability to find a current address, or other initial communication difficulty would not justify a private admonition. However, when a prosecutor fails to make any effort whatsoever, then a private admonition is highly probable if the OLPR is notified of that failure. See also Timothy M. Burke, *The Unique Responsibilities of Criminal Prosecutors*, Minn. Law., Oct. 6, 2008, at 5; Martin A. Cole, *Summary of Admonitions*, Bench & B. of Minn., Feb. 2012, at 12, 13.

Finally, most Minnesota county attorney's offices utilize non-licensed victim witness staff. Properly trained, victim witness staff are valued and indispensable assets to a prosecutor. Nevertheless, managerial prosecutors may be subject to professional discipline if they fail to adequately supervise non-attorney staff. Therefore, every county attorney's office utilizing victim witness staff should have detailed policies and procedures in place for training, supervising and evaluating victim witness staff. In part, accurate and timely electronic documentation of all victim contact(s) is essential. See Minnesota Rule Professional Conduct 5.1 (lawyers with managerial authority must make reasonable efforts to ensure non-lawyers in the firm act in compliance with the professional obligations of the lawyer).

upcoming trainings & webinars



MAC Members: Save the date! Registration opens later this week.

Science of the Positive Circles: Applying Positive Spirit and Native Wisdom in Challenging Times



Please join Jo Lightfeather and Dr. Jeff Linkenbach for a series of enlightening conversations featuring tribal leaders from Minnesota and beyond. These interactive online discussions will focus on how we can lean on traditional teachings to help us navigate the challenges of this difficult and disconnected time.

Circle One: July 30, 2020, 10:30am – 12:00pm CT

Topic: Navajo COVID 19 Response Using Resilience & Cultural Traditions and Science of the Positive
Guest Speakers: Randy John, Tish Ramirez and Richard Skaggs of the Navajo Nation

Circle Two: August 6, 2020, 10:30am – 12:00pm CT

Topic: Learning from the Yakama People
Guest Speaker: HollyAnna LittleBull of the Yakama Nation

Circle Three: August 13, 2020, 10:30am – 12:00pm CT

Topic: Returning to HOPE (Healthy Outcomes from Positive Experiences) – Traditional Teachings as a “New” Science
Guest Speakers: Dr. Bob Sege and Dr. Dina Burstein of Tufts Medical Center

Circle Four: August 20, 2020, 10:30am – 12:00pm CT

Topic: Honoring Hope & Concern – Culture is Prevention
Guest Speakers: Tom and Karen Barrett of the Red Lake Nation

The MIWRC Learning Center is funded in part by the State of MN, Dept. of Human Services, Behavioral Health/ADAD, American Indian Department

[Register today!](#)

SAVE THE DATE 2020 VIRTUAL NEW LAWS



SPECIAL TOPICS SESSIONS
1 PM - 3 PM

CASE LAW & STATUTE SESSIONS
8:45 AM - 12:30 PM

MORE INFORMATION COMING SOON!

REGISTRATION OPENS JULY 1ST

STANDPOINT

Attorneys & advocates against domestic & sexual violence

WWW.STANDPOINTMN.ORG

AUGUST SERIES

SPECIAL TOPICS
AUGUST 6, 13 & 20

CASE LAW & STATUTES
AUGUST 27 & 28

SEPTEMBER SERIES

SPECIAL TOPICS
SEPTEMBER 1, 15 & 22

CASE LAW & STATUTES
SEPTEMBER 24 & 25

OCTOBER SERIES

SPECIAL TOPICS
OCTOBER 8, 15 & 22

CASE LAW & STATUTES
OCTOBER 1 & 2

[Register now for New Laws](#)

Other Trainings and Webinars

Building Relationships Between Communities and Police: What Prosecutors Need to Know

Sponsored by the Office of Juvenile Justice and Delinquency Prevention

Webinar | August 5, 2020 | 2:00 to 3:30 pm

The death of George Floyd has brought renewed attention to calls for reform to the justice system and to law enforcement. One of the most critical elements of any plan forward will center around building relationships between police and the communities they serve. This webinar will feature two former prosecutors who are currently on the front to improve practices and help law enforcement officers can work together with community members to prevent and respond to violence. [Learn more.](#)

Assessing for & Responding to Reproductive Coercion

Sponsored by Women's Advocates

Webinar | August 6, 2020 | 1:00 to 2:30 pm

Topics that will be discussed: the definition and tactics of reproductive coercion, resources for assessment & response, responding to disclosures and warm referrals. Presenters: Brenisen Wheeler, Women's Advocates & Meggie Royer, Violence Free Minnesota, Youth and Prevention Program Manager. [Learn more.](#)

Mass Violence and Terrorism Volunteer Management

Sponsored by the Office for Victims of Crime

Webinar | August 10 OR August 17, 2020 | Noon to 1:30 pm

Volunteers play a key role in our communities in the aftermath of crises, disasters, emergencies, and incidents of mass violence. Many government, nongovernmental, nonprofit, faith-based, and philanthropic agencies and organizations rely on volunteers to supplement their existing staff to increase their capacity to respond. Engaging volunteers in the response to a mass violence incident will enhance your ability to serve the needs of victims, survivors, and the community. [Learn more.](#)

Supporting Children Through Trauma

Sponsored by Women's Advocates

Webinar | August 19, 2020 | 1:00 to 2:30 pm

Topics that will be discussed: how children experience trauma (specifically abuse) and how to support them, how to include children in advocacy, specific therapeutic considerations and tools to center children in their healing journey. Presenters: Brenisen Wheeler, Women's Advocates and Mary Willis, Domestic Abuse Project Early Childhood Therapist. [Learn more.](#)

Expert Q&A: Supportive Services Available to Survivors of Sexual Assault in the Military

Sponsored by the Office for Victims of Crime

Webinar | August 19, 2020 | 1:00 to 2:15 pm

This session will provide information on understanding sexual assault reporting options in the military, in addition to immediate and long-term support services available to survivors. This session will ensure that sexual assault victim advocates have a better understanding of potential gaps in services, as well as assistance, support, and interventions available to victims. [Learn more.](#)

Multidisciplinary Responses to Complex Homicide Cases

Sponsored by the National Center for Victims of Crime

Webinar | August 20, 2020 | Noon to 1:15 pm

Over the past few years, the National Center has been working as a training and technical assistance provider for the Multidisciplinary Responses to Families and Communities in Complex Homicide Cases (Complex Homicide) project. This webinar will walk you through the resources available on the National Center's new TTA portal, many of which were created by the seven demonstration sites working on this project. The resources can be used by service providers who respond to homicide cases, as well as those looking to build or improve their multidisciplinary responses. [Learn more.](#)

Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors

Sponsored by the National Resource Center for Reaching Victims

Webinar | August 20, 2020 | 1:30 pm

Learn about a new resource, the Increasing Access to Healing Services and Just Outcomes for Older African American Crime Survivors toolkit. This resource centers the voices and lived experiences of older Black victims seeking supports and services from the crime victims field and it names the various structural oppressions within society and the victim assistance field which limit the ability of older African American victims to access critical supports and services. Through a series of guided conversations, participants in this event will interface with the different parts of this toolkit, including content modules, video clips, and a reflections workbook. [Learn more.](#)

World Elder Awareness Day Conference

Sponsored by the Minnesota Elder Justice Center

Web Training | August 24-25, 2020 | 8:30 am to 1:00 pm

The virtual conference will feature keynote speaker, Dr. Louise Aronson as well as state and national speakers addressing current elder justice issues and best practices including COVID-19 and racial

injustice in our communities. For the most up to date conference program speakers and announcements, please visit our website. CEUs, CLE, POST credits and a general attendance certificate will be offered for participants. [Learn more.](#)

Navigating when a Survivor is in Crisis

Sponsored by Women's Advocates

Webinar | August 25, 2020 | 10:00 to 11:30 am

Topics that will be discussed: trauma-informed crisis navigation, what crisis resource advocates do (what to expect when a survivor calls a crisis line), safety planning over the phone, and more! Presenters: Brenisen Wheeler, Women's Advocates & Mary Beth Becker, Women's Advocates Crisis Resource Advocate. [Learn more.](#)

Understanding Dynamics of Human Trafficking of Native Americans and Improving Adverse Childhood Experiences & Comprehensive Trauma-Informed Care Training

Sponsored by the Zero Abuse Project

Webinar | August 26-27, 2020 | 8:00 am to Noon both days

\$125

Studies have shown that adverse childhood experiences and traumatic events can have a lasting, negative impact on a person's health and well-being. This training is designed to help you develop the unique skills needed to support individuals who have experienced adverse childhood experiences and traumatic events. [Learn more.](#)

Telling the Whole Story: How Collecting Metrics Demonstrates Impact

Sponsored by the National Identity Theft Victims Assistance Network

Webinar | August 27, 2020 | Noon to 1:00 pm

The Cybercrime Support Network's (CSN) mission is to improve the plight of Americans facing the ever-growing impact of cybercrime by bringing together national partners to support cybercrime victims. This webinar will discuss the importance of collecting data, having standardized metrics, and how these practices are beneficial for the longevity of a program. Utilizing funds from the Department of Justice Office for Victims of Crime and the Victims of Crime Act, CSN has implemented a call/text/chat program to support cybercrime victims in several states utilizing the existing 211 national network — a toll-free, human services phone number and chat line supporting over 95 percent of Americans — as a reporting and triage line for victims of cybercrime. [Learn more.](#)

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](#).