



Advancing rights
and services
for victims of crime
in Minnesota.



November 2016 Newsletter

From the Executive Director

Happy Holidays from MAC!

We certainly have a lot to be thankful for at MAC. As I begin to reflect on the year that is quickly coming to an end, I am amazed at how far we have come in our work to strengthen the general crime coalition and provide support to our members and allied partners who are on the front lines of providing advocacy and services to crime victims throughout the state of Minnesota.



We are grateful to the Minnesota Office of Justice Programs for their increased support through funding that has allowed us to expand the MAC staff and develop and deliver training and technical assistance to grow the capacity of direct service providers.

We are grateful for our members, who are growing more engaged in our work every day.

We are grateful for the crime victims who have trusted us with their stories so we can ensure our mission and our work is informed and grounded in their lived experiences.

We are grateful for a supportive board of directors who, over the last year, has been dedicated to engaging in strategic visioning that has yielded tremendous gains for MAC.

We are grateful for every individual and organization that has shown their support for MAC's work through generous monetary and in-kind donations.

Yes, we have much to be thankful for and we commit to continuing to be a bridge connecting systems, service providers, and crime victims to advance the response for ALL victims of crime and to work toward the goal of eradicating the existing conditions that promote violence, oppression, and exploitation in all its forms.

In Peace,

Bobbi Holtberg
Executive Director

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Federal Court Suspends December 1, 2016 Deadline for FLSA Overtime Compliance

A federal court issued a preliminary injunction on Nov. 22, 2016 that suspends the implementation of a U.S. Department of Labor (DOL) requirement that would have doubled the salary level required to exempt employees from overtime pay. The ruling isn't permanent but it casts doubt on the likelihood that there will remain a December 1, 2016 deadline for employers to comply with the new DOL requirements to either increase the base salary levels for exempt employees or pay them overtime.

To read more about how this may affect your organization and its staff, [click here for more information](#), courtesy of the Missouri Coalition Against Domestic and Sexual Violence via MCBW.

News From the Field

Survivor Safety and Immigrant Protections Post-Elections Q&A

Several organizations serving immigrant victims, including the National Network to End Domestic Violence, MCBW, Casa de Esperanza, the Asian Pacific Institute on Gender Based Violence, and Tahirih Justice Center, have put together a question-and-answer document for advocates and attorneys who are serving immigrant survivors of gender-based violence, both undocumented survivors and survivors who may be eligible for VAWA self-petitions, U visas, T visas, or applying for gender-based asylum. [Click here to download.](#)

World Elder Abuse Awareness Day Request for Proposals

The Minnesota Elder Justice Center invites you to submit a proposal to participate as a presenter in the 2017 Minnesota World Elder Abuse Awareness Day (WEAAD) Conference. This is an opportunity to reach 400+ aging, criminal justice, and victim service professionals working with older and vulnerable victims, and showcase your organization and services. [Click here to download RFP.](#)

Campus Safety Article from the National Crime Victim Law Institute

The National Crime Victim Law Institute has written an article titled [Understanding the Intersection of Title IX and Victims' Rights: Protecting Victims from Subpoenas for School Disciplinary Records](#). An important read for all who work with campus safety issues.

New Prevention Resource

The Bureau of Justice Assistance has launched the [Violence Reduction Clearinghouse](#), which includes a multitude of prevention ideas, strategies, and resources.

Applications are now being accepted for the 2017 NSA Crime Victim Services Award

The National Sheriffs' Association (NSA) annually recognizes a sheriff's office that has demonstrated outstanding achievement in support of victims with this award. Presentation of the 2017 award will be during a plenary session at NSA's upcoming Annual Conference, June 23-28, 2017, in Reno, NV. The Sheriff and Victim Services Coordinator of the recipient office will receive an all-expense paid trip to the entire conference. Applications for the award must be received by NSA no later than December 9th. For more information, [click here](#).

Focus On: Hate Crime

The Federal Bureau of Investigation defines hate crime as:
"criminal offense against a person or property motivated in whole

or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity."

LET'S END HATE CRIME

Hate crime has become a priority issue for the Minnesota Alliance on Crime due to alarming reports of a dramatic increase in hate crime incidents in Minnesota and around the United States in November 2016. The Southern Poverty Law Center reported that [at least 867 hate incidents occurred from November 9-18, 2016 in the United States, including 34 in Minnesota](#). The center notes that even these nearly 900 reported incidents "almost certainly represent a small fraction of the actual number of...hate incidents that have occurred." [The FBI reported](#) that hate crimes are up 6% in 2016 as compared to 2015, and attacks against Muslim Americans surged 67%.

To ensure our members and allies are informed and have increased capacity to serve victims of hate crimes, MAC will provide a webinar on hate crimes in the first quarter of 2017. We also offer you some online resources today.

If you serve a client who has experienced a hate incident, please encourage them to report the incident (reports may be made anonymously) to the following organizations that are tracking hate crime nationwide:

[Advocates for Human Rights: Stand Up With Us](#)
[Southern Poverty Law Center: Report Hate](#)

More resources:

[Stand Up to Hatred in the United States](#) is an extensive collection of anti-hate resources by **Advocates for Human Rights**, including educational videos, victims' rights handouts in multiple languages, and resources for those working with youth.

[Moving from Exclusion to Belonging: Immigrant Rights in Minnesota Today](#) from the **Advocates for Human Rights** is a report that centers on the human rights of refugees and immigrants in Minnesota. The report places its findings and recommendations within the context of state, federal, and international human rights law to identify what is working to promote integration and success, what is failing, and what gaps exist in public policy.

[Spotlight on Hate Crime](#) from the **National Criminal Justice Reference Service** offers numerous statistics and resources.

[Understanding Hate Crimes in Minnesota](#) is a 2012 **MAC** webinar presented by Rebecca Waggoner from **OutFront Minnesota**, primarily focused on crimes against LGBTQ people. (Please note that this archived webinar is only accessible to MAC members through our password-protected members page as a membership benefit.)

[Hate Crimes and Minnesota Law](#) from **OutFront Minnesota** outlines crimes which, if perpetrated against someone because of a specific characteristic of the victim, such as their sexual orientation, trigger heightened penalties in Minnesota.

[Hate Watch](#) and the [Hate Map](#) from the **Southern Poverty Law Center**. The Hate Watch includes information on types of hate crimes, where they happened, and other details to inform direct action. The Hate Map tracks 892 hate groups in the United States, including 6 in Minnesota.

If you need additional resources on hate crimes or have resources to share with MAC members and allies, please email [Danielle Kluz](#).

Get to Know Your Legislators

The 2017 Minnesota legislative session begins on January 3rd. That's just a little over a month away!

As a provider of services to victims of general crime, it is important that you get to know the legislators that

represent your service area and that they get to know *your* program and the critical work you do to help crime victims.

Why get involved? As the [Minnesota Council of Nonprofits has stated](#): "Organizations have a responsibility to serve as a resource to elected officials who rely upon the experience and expertise of the nonprofit sector to inform their understanding of the issues and the policy choices they make at every level of government." Legislators must hear your program's voice so that they understand the needs of crime victims and the organizations that provide services to them.



Here's ONE simple thing you can do before the new session starts: Send a letter to the members of the Minnesota Senate and House of Representatives that represent your service area.

1. [Find out which legislators serve your agency's service area.](#)
2. **Gather their addresses from the [2016 Election Directory](#).** If you are sending letters before the legislative session starts, please send it to their preferred home or work address. (Please note that the Election Directory does not include addresses for the legislators during session because they have not been assigned yet.)
3. **Address the Senator or Representative correctly.** If they're a new legislator and the session hasn't started yet, address them as Senator-Elect or Representative-Elect. If they've been re-elected, they can be addressed as Senator or Representative. If the session has already begun, new legislators can be addressed as Senator or Representative.
4. [Customize the sample letter MAC has created for you](#) and send it to your legislators with a brochure about your agency, if you have one. Tell the story of your program to your legislators in a concise manner: who you serve, how many each year, the services you provide, and a brief success story. Also let them know that you are a member or ally of the Minnesota Alliance on Crime, a coalition of more than 50 programs serving general crime victims in our state.
5. **Invite your legislators to visit your program.** Are you having an event for National Crime Victims' Rights Week in April? A fundraiser? An open house? Invite your legislators. Even if you aren't holding an event, feel free to invite them to visit to meet with you and learn more about what you do to help their constituents.

Easy! And now you're on the road to building a relationship with your local legislators.

If you have any questions, please contact [Danielle Kluz](#) at any time.

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Smile During the Holidays: Support MAC by Shopping at Amazon

This holiday season, you can support the Minnesota Alliance on Crime the easy way - by shopping at

AmazonSmile!

AmazonSmile is a simple and automatic way for you to support MAC every time you shop, at no cost to you. When you shop at smile.amazon.com, you'll find the exact same convenient shopping experience as Amazon.com, with the added bonus that Amazon will donate a portion of the purchase price to MAC.

To shop at AmazonSmile, simply go to smile.amazon.com. You may also want to add a bookmark to smile.amazon.com to make it even easier to return to shop and support MAC at the same time!

Upcoming Trainings & Webinars

Standing at the Crossroads: Drawing From Our Shared Knowledge & Collective Power **Sponsored by Casa de Esperanza and ASISTA**

Webinar | November 30, 2016 | 1:30-3:00 pm

Service providers, advocates, and community-based organizations have reported an increased state of concern for immigrant families and individuals who fear being targeted, detained, or deported. Join [Casa de Esperanza](#), [ASISTA](#), and partnering organizations during a series of webinars and conference calls that will provide advocates with useful information, draw from communal wisdom and knowledge, and highlight the collective power moving forward during times of uncertainty. Participants in this webinar will learn to identify and outline existing protections and rights for immigrant survivors and where to find legal assistance; share community tools and resources available to the community and explore concrete strategies to enhance existing safety plans into comprehensive plans that go beyond intimate partner violence; and discuss concerns from the communities we serve and how best to address them. [Register here](#).

Creating Youth-Centric Organizations to Advance Racial Equity **Sponsored by St. Paul Youth Services**

In-Person | Four Different Sessions Offered in December | Locations in St. Paul

At the workshops, you'll learn to more effectively connect with youth who need your services the most; identify unexamined rules, behaviors, and conditions in your organization that inadvertently create barriers for youth; hear directly from youth of color about what works for them – and what doesn't; and hear from leaders who have transformed their organizations from dealing with challenging youth to becoming trusted partners in their lives. Four workshops offered in December 2016. [Click here for more information and to register](#).

What Criminal Justice Professionals Should Know About Campus Disciplinary Processes **Sponsored by the Battered Women's Justice Project**

Webinar | December 1, 2016 | 2:00 to 3:30 pm

This webinar is the first of two webinars to follow Wendy Murphy's, *From Sports Equity to Full Equality in Education: Title IX and Campus Sexual Assault*, [now available as a recording](#). This series concerns gender-based violence on campus, the intersections and impacts of Clery Act and Title IX disciplinary processes and record-keeping. This webinar will compare the way in which gender-based violence is addressed on campus with the criminal process, and explain how these processes proceed concurrently. It also will discuss the effects of compressed campus investigations, and provide an explanation of why college reporting procedures proceed as they do. Presenter: Anton Altman, Training & Technical Assistance Specialist with the Battered Women's Justice Project. [Register here](#).

Elimination of Bias CLE for Attorneys: Transgender Issues 101

Sponsored by Minnesota Continuing Legal Education

In-Person & Simulcast | December 12, 2016 | 1:00-3:00pm | Minneapolis

Training Fee: \$135

Author, attorney, and consultant Ellie Krug will discuss the basic concepts involved when people transition genders and the current legal issues affecting transgender people. Her presentation will also highlight potential pitfalls for attorneys who interact with transgender clients, opposing parties or attorneys. By hearing Ellie's own inspirational story of self-discovery and transition, attendees will gain a deeper understanding of the many emotions, challenges, and prejudice that transgender people must confront in order to become their true selves. 2.0 Elimination of Bias credits. [Register here](#).

What Advocates Should Know About Gender-Based Violence on Campus

Sponsored by the Battered Women's Justice Project

Webinar | December 15, 2016 | 2:00 to 3:30 pm

This webinar is the third in a series of three concerning gender-based violence on campus. It introduces advocates to the evolution of campus-based response to sexual violence, stalking, and intimate partner

violence in the past decade. Topics covered will include an introduction to the role of campus police, housing, disciplinary offices, mental health, and on-campus prevention services, and an examination of the opportunities for community-based advocates and programs to work with campus-based providers to effect change. Presenter: Anton Altman, Training & Technical Assistance Specialist with the Battered Women's Justice Project. [Register here](#).

Domestic Violence Risk Assessment: An Integrated Community Approach

Sponsored by Safe Avenues

In-Person | December 15, 2016 | 8:30-11:45am OR 12:45-4:00 pm | Kandiyohi Co. Health and Human Services, Willmar

Training Fee: \$25

This training session will give participants an overview on the lethality assessment, the data supporting the accuracy of the Danger Assessment, how to administer the Danger Assessment with victim/survivors, the weighted scoring for the Danger Assessment, the resulting levels of danger, and what kinds of safety strategies might be recommended at each level. Trainer: Jacquelyn C. Campbell PhD, RN, FAAN, Anna D. Wolf Chair and Professor at the Johns Hopkins University, School of Nursing. [Click here for brochure](#).

Advanced Motivational Interviewing in Community and Forensic Settings

Sponsored by the American Institute for the Advancement of Forensic Studies

In-Person | December 9, 2016 | 8:30am to 4:00pm | Mall of America, Bloomington

Training Fee: \$85

[Learn more](#)

Street Gangs and Violent Extremism: Causes, Consequences, and Solutions

Sponsored by the American Institute for the Advancement of Forensic Studies

In-Person | January 27, 2017 | 8:30am to 4:00pm | Location: Mall of America, Bloomington

Training Fee: \$85

[Learn more](#)

Forensic Evaluation of Post Traumatic Stress Disorder

Sponsored by the American Institute for the Advancement of Forensic Studies

In-Person | February 24, 2017 | 8:30am to 4:00pm | Location: Mall of America, Bloomington

Training Fee: \$85

[Learn more](#)

Trauma and Stressor-Related Disorders in Community and Forensic Settings: Screening, Intervention and Treatment Considerations

Sponsored by the American Institute for the Advancement of Forensic Studies

In-Person | April 7, 2017 | 8:30am to 4:00pm | Location: Mall of America, Bloomington

Training Fee: \$85

[Learn more](#)

If you have a training or webinar to submit for inclusion in the MAC newsletter, please email the following to Danielle Kluz at danielle@mnallianceoncrime.org by the 26th of each month:

- Training title
- Sponsoring agency/organization
- Date and time
- Location
- Names of trainers
- Cost
- Brief description of training
- How to register (web link preferred, will accept attachments)

Upcoming Events

Minnesota Coalition for Battered Women Domestic Violence Homicide Memorial | January 29, 2017 from 3:30 to 5:00 pm | 990 Summit Avenue, St. Paul

To honor the lives lost to domestic violence in 2016, MCBW will host a memorial and reception at the College Club in St. Paul. The memorial will include the reading of the names of the 2016 domestic homicide victims and a display of the 2016 Clothesline Project.

If you have an event or fundraiser to submit for inclusion in the MAC newsletter, please email the following to Danielle Kluz at danielle@mnallianceoncrime.org by the 26th of each month:



- Event title
- Sponsoring agency/organization
- Date and time
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- Brief description of event
- How to register (web link preferred, will accept PDF attachments)

Appellate Court News

[Please click for the latest news from the Appellate Court.](#)

Employment Opportunities

[Click for the latest employment opportunities around Minnesota.](#)

If you have job postings you would like us to include in our monthly newsletter please include the following information and email to Danielle Kluz at danielle@mnallianceoncrime.org by the 26th of each month.

- Location
- Job title
- Organization name
- Link to organization's website
- Link to the job posting
- Closing date

Contact Us

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

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