



By investing in our buildings, we are better able to create spaces that showcase our values, are trauma-informed and client-centered, and help our staff do their best work. These new spaces welcome everyone who comes to Tubman for help.

Creating spaces that better serve

In the midst of the COVID-19 pandemic, and George Floyd's murder and resulting racial justice uprising this spring, Tubman also reached an important milestone for the agency, one that will help us have the capacity and strength to continue serving the Twin Cities Metro for years to come.

Many of our supporters know Tubman made the decision to sell one of its Minneapolis locations and consolidate our services and operations into the two remaining locations. This undertaking was completed this spring, with services moved out of the former Harriet Tubman Center West location on First Avenue South in Minneapolis.

That building was purchased by MN Adult and Teen Challenge, enabling both nonprofits to strengthen the different services they offer to the community.

Alongside this move and funded by proceeds from the sale of Tubman West, Tubman Chrysalis Center on Chicago Avenue South in Minneapolis was renovated in order to better accommodate the new staff and services moving into that space, as well as ensure that our

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You can see more photos of the newly renovated Tubman Chrysalis Center on Page 11.

How are you? Seriously, how are you really doing?

By Jennifer J. Polzin

Tubman CEO

To say 2020 has been a doozy is an understatement. Like me, you may have grown tired of the words we hear so often to try and describe this past year: unprecedented, extraordinary, pivot, the new normal. Do the right words even exist?



Devastation surrounds us, as the public health crisis of COVID-19 continues to take its toll on the health, well-being, and livelihoods of people we know and care about as well as so many people we've never even met. Throughout this newsletter you'll learn more about how Tubman is navigating the coronavirus and working to address the disparate impact on the people we serve, many of whom are at higher risk for contracting the virus because of their race, and all of whom are in greater danger because of the escalated prevalence of relationship violence, isolation, substance abuse relapse, mental health crises or suicide during the pandemic.

It's imperative that we address the other crisis our community and country is facing: the epidemic of structural racism. Over the past five years, I've written about the ways that we have made Diversity, Equity, and Inclusion (DEI) the lens through which we do our work. The trainings we've held. The policies we've

changed. The protocols we've adopted. The courageous conversations we've had. The way that the personal goals each employee sets related to diversity, equity, and inclusion are incorporated into performance evaluation. The ways we've integrated addressing historical and racialized trauma into our healing practices. The ongoing client advisory groups and other ways in which we are working to increase the influence of the people we serve in shaping program design and delivery, and the ways we amplify their voices. The way our board now better reflects the demographics and lived experiences of the people we serve. We have indeed made measurable strides at Tubman, and I am both humbled by and proud of what we've accomplished.

Yet we have only begun, and have SIGNIFICANTLY more work to do.

The time is long overdue to publicly reckon with the ways that Tubman has contributed to the prob-

lem, implicitly and explicitly. While challenging and changing systems is part of our core work, we must acknowledge that human service organizations—including Tubman—are systems too. We must continue to be intentional in considering when Tubman should lead, and when we should follow; which funding opportunities we should pursue to invest in the work we do, and when we should opt out in order to support a more grassroots, activist approach to tackle these issues or a culturally-specific organization garnering the support it needs to thrive.

We must surface the differences and tensions that are at play between being community-led, and serving the community. For example, Tubman is the largest provider of safe shelter for victims of domestic violence in Minnesota, and shelter plays an important role in the crisis response at the intersection of violence and homelessness. Yet we know that people in shelter are disproportionately Black and Brown and overwhelmingly say they want more safe and affordable longer term housing options rather than being in a shelter. And we also know that living in a shelter is stressful and re-traumatizing in and of itself, despite the profound support and resources that exist there. So are we helping or hurting by advocating to preserve shelter as a necessary option even as we also advocate to expand alternative housing solutions?

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Another example is the long relationship between law enforcement and domestic violence service programs, including Tubman. For decades, in part to change the public perception of relationship violence as a private matter between two people, Tubman and others advocated for a criminal justice response to hold offenders accountable for their violence. We believe in accountability, both for offenders of domestic violence and for police brutality. We value our close partnerships with the law enforcement leaders and officers who respond to domestic violence in a trauma-informed way. Yet we also need to acknowledge the ways this criminal justice approach has failed communities of color and ignored the concerns and experiences of Black, Indigenous, and people of color (BIPOC). As a movement, we have created a cultural shift around the response to violence. And we need to continue doing so and build better responses than one reliant only on arrest, prosecution, and incarceration.

As a white leader, I must listen harder and continue focusing on addressing impact more than intentions, keep moving from increased awareness to accelerated action, from acknowledgment to working to repair the harm done by Tubman—and specifically, the role I have played in that. I am aware of the dangers of white silence and complicity, yet I also want to avoid “woke-washing” or performative allyship as I strive to communicate more openly about both the progress we’re making and where we’re struggling at Tubman regarding racial justice. I need to

uphold the ideal of “nothing for us without us” while being hypervigilant about not expecting BIPOC to put in yet more emotional labor to propel us forward.

I’m beyond excited that a staff-led ongoing Diversity Committee (soon to be renamed by the group) has launched that will be centered on race and focused on making change internally at Tubman. My role in this group is to serve as a resource and to do everything I can to set them up for success in making real change within our organization. The group will begin by reviewing responses to a just-conducted staff survey that asked about our strengths and areas for improvement regarding DEI, the things staff would like to accomplish, and any concerns or things they want the group to be especially mindful of moving forward. The survey also asked staff to rate their top priorities for making our workplace dynamics more inclusive, expand influence, and foster a sense of belonging across cultures using the article “The Characteristics of White Supremacy Culture” from *Dismantling Racism: A Workbook for Social Change Groups*, by Kenneth Jones and Tema Okun, as a starting point. Based upon feedback, Tubman will also create a separate, safe place for BIPOC staff to discuss these issues. I look forward to reporting back to you about the results of this important work.

So, back to my original question: how are you really doing? I hope you are physically safe and healthy, and doing as well as possible emotionally. Many of you are hurting, many of you are angry, many of you are tired. I know that some of us are

more personally affected than others of us. I also know that while the level of grief, violence, fear, and chaos we’ve seen this summer is new to many of us...this is a constant state of being for many among us. I know that racialized trauma, violence, and homicide are not new. Dr. Martin Luther King, Jr. famously said, “The arc of the moral universe is long, but it bends toward justice.” And while that brings me comfort, I know it can only be true if we—particularly white people—trade comfort for the hard, messy, necessary work.

I am deeply grateful to each of you for supporting our work, our communities, and the people we serve. I am grateful to everyone who is making their voices heard and taking action, and to the protesters and other community members who helped protect our spaces even as so many community spaces and businesses were destroyed by rioting during the unrest following the murder of George Floyd. And I am grateful for the fierce hope that fuels our hard work on the long road toward justice.

As always, I invite you to contact me anytime for a conversation (by email at jpolzin@tubman.org or by phone at 612.817.3183). I’d love to continue this conversation, and to listen and learn what inspires you to support Tubman, what we’re doing well, and what we can improve.

And please...vote on November 3.

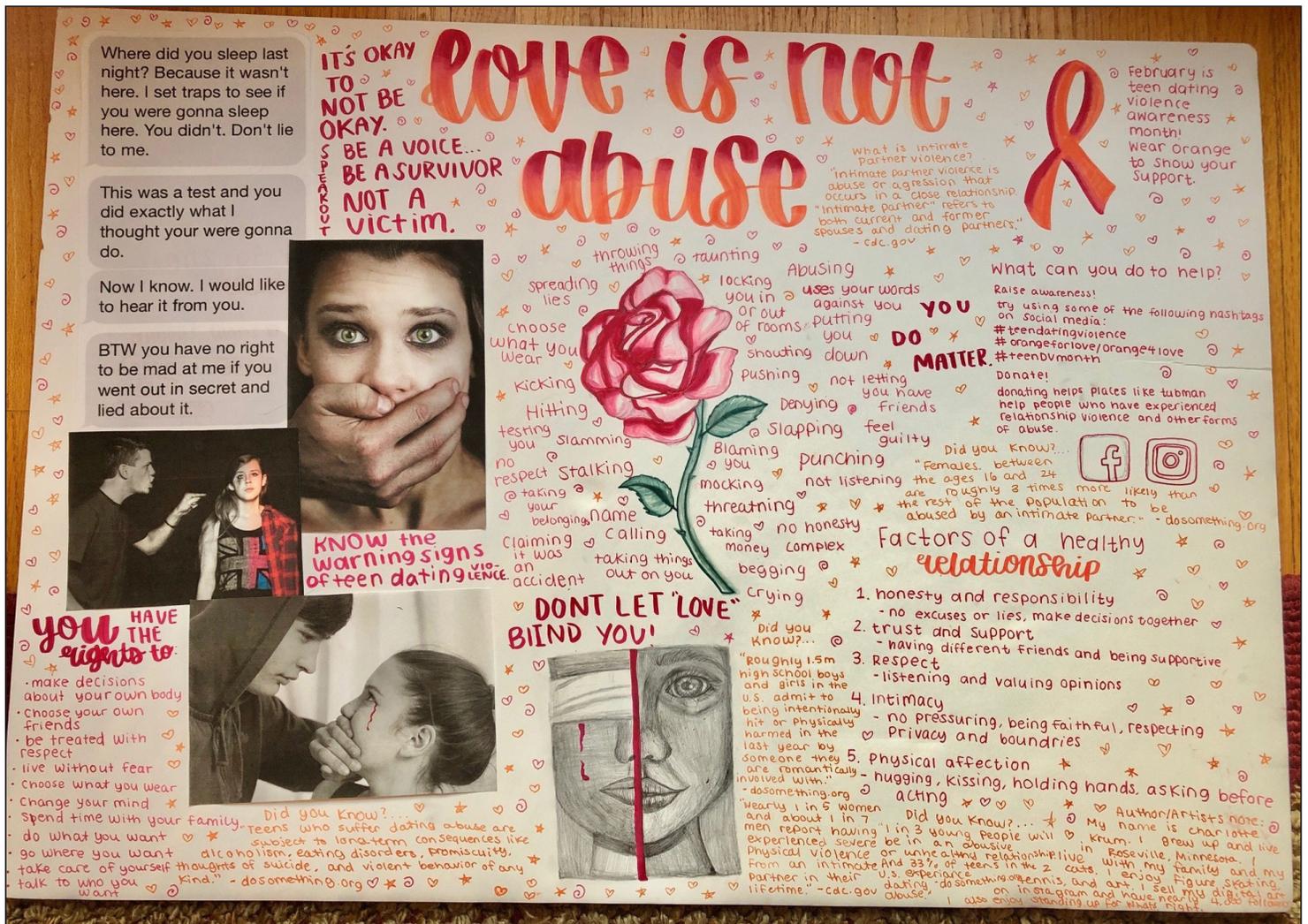


Jen

Movement for Violence Prevention:

Supporting youth in leading the way

Each year, students in Tubman's Movement for Violence Prevention program create posters and videos with messages about healthy relationships, non-violence, and peace. Here are the winners of this year's poster contest.



Young people working to end violence

Through Tubman's Movement for Violence Prevention (MVP) program, young people connect with each other to build peer support networks and develop leadership skills as they work to end violence in their communities and social circles. This often includes volunteerism, giving

presentations and sharing information with peers, and helping other people they know learn more about healthy relationships and how to find help if they need it. Tubman Youth Educators work alongside these middle and high school students to help them amplify their voices.



Teens and youth need your help.

Will you keep Tubman's Movement for Violence Prevention going through the upcoming school year?

Preventing violence among our youth

As families head into a new school year, we know it will be anything but typical. The impact of the COVID-19 pandemic on schools, students, and families continues, and Tubman's Youth Educators are hard at work supporting youth and teachers as they navigate distance learning.

For years, Tubman's Youth Educators have worked in schools, teaching youth and teens about healthy relationships, red flags of abuse, how to communicate about boundaries, and many more topics to help strengthen their abilities to have safe relationships. During the 2019-20 school year, before the COVID-19 pandemic began in the spring, Tubman's Movement for Violence Prevention (MVP) programs — including the in-school curriculum of Voices in Prevention — had served more than 3,500 students in 28 schools and community locations. More than 1,800 completed the full 6-week curriculum, and another 1,755 learned about healthy relationships and staying safe at school-hosted, Tubman-led presentations, such as at assemblies, and in MVP programs.

And we know these programs work: More than 95% of youth who attended a one-time presentation were later able to identify at least one community resource to enhance safety, strengthening young people's ability to find help when faced with violence in their lives.

When the pandemic began in the spring and classrooms became virtual, Tubman's Youth Educators quickly adapted alongside their colleagues within school districts. This included providing violence prevention curricula and resources supportive of online learning formats, hosting virtual MVP sessions, and fostering opportunities for youth to connect through blog posts and sharing their own creative work.

"This summer MVP has been a great resource for young people who are looking for something to do, but not necessarily able to go out and about to participate in the activities they normally would," said Anna Sahli,

Youth Educator at Tubman. "They can join us virtually. It's been a space where not only is our team providing info and resources, but young people throughout various communities are able to connect with each other about what they've been up to, how they've been feeling, and the positive changes that they'd like to see happen. Several MVP grads from this summer have asked to stay connected with us as volunteers, as they've seen this as an opportunity to use their unique gifts as leaders in their communities, and to have their voices heard through our platforms."

"Violence prevention education helps to provide a framework for students when interacting with other people in all aspects of their lives — friendships, family relationships, dating relationships, coworkers, peers, etc.," Anna explained. "This allows them to have the tools they need to identify their own boundaries, communicate effectively about their emotions, and know where and how to reach out for support and resources. We see this reflected not only in the immediate use of these tools in conversations with students' friends at school, but we also hear from teachers and parents that students are bringing up these topics in other areas of their life. The knowledge, background, vocabulary, and scenarios that we can expose young people to through prevention education give students the confidence to engage in thoughtful consideration about their own safety and well-being."

Moving into the fall, Anna and others on Tubman's team are continuing to adapt alongside school personnel.

"This fall our goal is to meet educators, community members, and students where they're at, meaning we want to make ourselves available to provide education leadership groups, and resources in any way that is helpful," she said. "At this point that means providing virtual options of our lessons and programming, being available

Your generous gift of any size will help students build healthy relationships and stay connected during these challenging times.

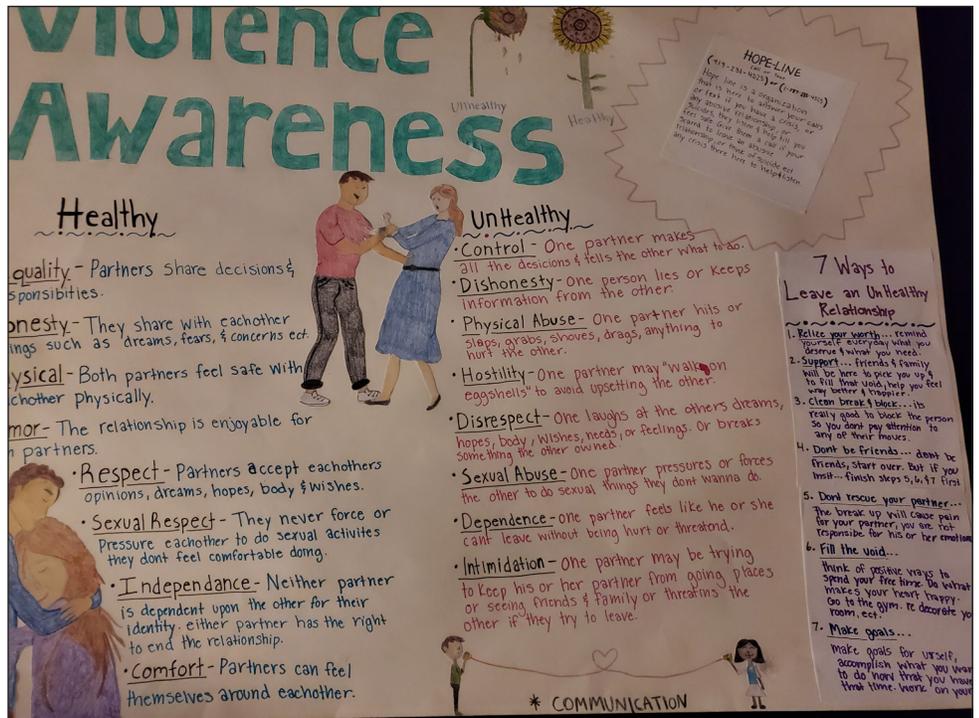
Please consider making a tax-deductible contribution today with the enclosed envelope, online at tubman.org, or by calling 612.825.3333.

to lead groups and classes virtually through Google Hangouts, Zoom, etc., and being physically present in locations where that is appropriate. We acknowledge that this is a challenging time for many reasons, including that young people may feel limited access to resources and support systems, and that many people may experience added stressors and abuse in relationships right now. We want to make sure that we are doing everything we can to get knowledge, tools, resources, and support to as many people as possible. We are available as always to email with students and educators, meet virtually, and organize groups and schedule presentations as needed.”

Right now, keeping safe and healthy connections are more important than ever. Please support Tubman’s youth violence prevention by making a meaningful gift today, of any size, by using the contribution envelope enclosed or online at Tubman.org.

To continue these services and reach more young people throughout the entire Twin Cities Metro, we need to raise \$37,500 for the upcoming school year.

If you have any questions about making a tax-deductible contribution, please email give@tubman.org or call 612.825.3333. Your help will increase the safety and wellbeing of youth and teens, setting them on a stronger path for success and safety throughout their lives.



Reflection from a Tubman MVP intern:

“This summer internship was really great and a good experience. They would tell me that I’m mostly open-minded about things, and that if I make a mistake or offend them or someone, it will only happen once because I will educate myself on the topic.

After I did this internship, they would tell me that I’m really caring and understanding of problems. They also told me that I became more empathetic. The types of societal and political changes that need to be made in regard to anti-violence and healthy relationships is that there should be more resources in communities to research these topics.

Also, I think that looking at information about healthy relationships between parents, friends and lovers should be normalized while in those relationships and that the other partners should not take offense.

Tubman was a great experience and I bettered myself and other people throughout my internship there. I would recommend it to everyone.”

—Anonymous, age 14

Thanks to all who joined us for a virtual Sofa Soiree

A mission-centered evening under the stars has always been Tubman's inspiration for our annual gala, the Starlight Soiree. Inspired by our namesake Harriet Tubman and her nighttime journeys on the Underground Railroad, the event has gathered together Tubman friends, board members, staff, and clients in celebrating the journey from fear to freedom and raising money to continue providing services that make those journeys possible.

But this year's event, the 11th annual, took an unexpected turn with the COVID-19 pandemic, and our Starlight Soiree suddenly became a Sofa Soiree – a virtual event in which we invited people to join us from the comfort of their sofas, to be inspired and support Tubman's mission. Thanks to hendlin! for their video filming and production, guests were able to watch Tubman CEO Jennifer Polzin and auctioneer Glen Fladaboe of Fladaboe Advancement share stories about what each gift to Tubman can do, as well as offering details of auction packages available online.



Instead of speaking from a podium in front of more than 300 guests, Tubman CEO Jennifer Polzin had a different experience for this year's Soiree... filming in a studio with hendlin!. Alongside Glen Fladaboe of Fladaboe Advancement, Polzin spoke about the heightened need for Tubman services, especially during the ongoing pandemic.

More than 200 viewers tuned in to watch our live premiere of the Sofa Soiree on YouTube, and then generously supported Tubman's mission through contributions and bids on silent auction items. Together, we were able to raise more than \$160,000 for Tubman's mission of

safety, hope, and healing. While we missed seeing so many friends at our annual gala, we are deeply grateful for the unwavering support during the unexpected changes to a virtual event. Stay connected to Tubman for news about the 2021 Starlight Soiree!

Work continues to increase stable housing options

Our Supportive Housing program continues to build key relationships with landlords and community partners to help clients find affordable housing in the community. Tubman offers a Rapid ReHousing program that supports families and single adults for up to one year, providing comprehensive support services to help them maintain safe and stable housing. Additionally, our Safe Journeys program for youth and young adult victims offers both on-site and community-based transitional housing.

We continue to advocate for the allocation of resources to include more Housing First options in Minnesota,

including streamlined access to safer, sustainable housing to remove access barriers that come with housing screening and assessment processes," said Tamara Stark, Senior Director of Housing and Youth Development.

"Shelter is simply not a sufficient response to people in our communities who have dealt with these band-aid responses for generations—especially Black, Indigenous, and people of color—that no doubt assist in the short-term, yet we must really focus more intently on strategies to generate reliable, affordable, longer-term housing options."

Donor Spotlight: Giving his birthday money

In late March, as the pandemic became a reality with lost jobs and more people facing homelessness, 6-year-old Murray was moved to help other kids in need.

As his 7th birthday approached, he began receiving birthday money in the mail from grandparents and relatives. According to Murray's mom, "one morning, literally out of nowhere, Murray told me that he was thinking about how hard it would be to not have a home right now with COVID-19 — and so he'd like to donate his birthday money to children in a shelter to hopefully make things a little easier for them."

The following week Murray proudly made his birthday donation of \$27 to Tubman.

We are grateful for all of our donors and supporters, especially during this



“I donated my birthday money to the children (at Tubman) because it must be hard at this time having no home.

—Murray, age 7

time of hardship. And this spring we were particularly inspired by Murray's gift. His story is a reminder that

each of us has a gift to give, and no matter the size, together we can make a difference.

What's new at Tubman

With the final move out of the Harriet Tubman Center West building earlier this year, the Shelter Services team has consolidated all of Tubman's domestic violence shelter beds under one roof at the Harriet Tubman Center East building in Maplewood. **Accompanying the physical move was a program and staffing redesign to add expertise and improve experiences for residents.** By being innovative and listening to feedback from people we serve, the new program structure is already contributing to better client support and service outcomes.

Tubman's Legal Services continue to help people obtain needed Orders for Protection (OFPs) across the Greater Twin Cities metro region. **By cross-training staff and strengthening processes, the team has increased its capacity to handle OFP cases by 30 percent over the last year.**

In our licensed mental and chemical health outpatient clinic, **the COVID-19 pandemic shifted our therapists to adopt a telehealth model, offering confidential and secure sessions via remote options.** After a pause in services to

put the necessary tools in place, therapy groups were also able to resume virtually, providing necessary support to people who may be feeling even more isolated due to the pandemic.

Pieces of Peace, our drop-in domestic violence support group, also shifted to a virtual model due to the pandemic. Now, anyone interested in attending can confidentially register online through tubman.org and receive a secure link to join the group and find support from other survivors sharing their experiences.

Tubman's ongoing response to COVID-19

As you've been reading this newsletter, you've likely noticed that the COVID-19 pandemic has been mentioned frequently – because it's impacted everything we've done so far this year, and continues to impact the daily lives of our clients and staff.

As a provider of essential, life-saving services for people experiencing trauma and violence, Tubman has remained open throughout the pandemic, though some services have transitioned to remote or virtual. Tubman's 24-hour resource and crisis line continues to be answered any time of day from remote locations, allowing staff, volunteers, and interns to work safely from home. Our shelter for survivors of domestic violence has instituted a number of safety precautions to reduce the risk of contagious disease, including increased

frequency of sanitization, socially distancing and wearing masks inside the building, temperature checks for staff, and supporting families to minimize risks while living in shelter.

Our mental and chemical health services, including individual therapy, transitioned to a tele-health model, allowing clients to see their therapist over secure and confidential video platforms. Many of our youth programs also offered remote options, including our school-based violence prevention curriculum, which staff adapted for distance learning.

Even with precautions in place, virtual participation in our services is still a challenge for some of our clients. Because of what's happening at home, it may not be safe for them to share freely or maintain the con-

fidentiality of other group members, and many do not have dependable access to technology.

A few wrap-around services paused for safety, including Harriet's Closet, the community clothing closet, and the NorthStar Youth Outreach Center in Maplewood Mall while the mall was closed.

While our staff have worked hard to support clients, the agency also adopted new policies to support our staff. Our agency values wellness, safety, and life-work balance and has emphasized those throughout this pandemic. As this continues, we continue to update details about all of our services and their availability on our website, tubman.org. Or call our 24-hour hotline at 612.825.0000 to speak to an advocate.

CHRYSALIS: COVID-19 precautions remain in place

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spaces reflect our agency values and create a welcoming, trauma-informed space for all who enter. Tubman worked with Studio BV and Gardner Construction on this project, both of whom generously discounted their fees.

While the building is still not fully open to clients, as a safety precaution due to the COVID-19 pandemic, staff are beginning to return to the office to settle in, all while observing social distancing, minimizing

the number of people in the building at any one time, wearing masks, sanitizing and more.

Improvements at Tubman East, including reconfiguring some of the community spaces and refreshing the common areas within the shelter, are scheduled to begin in late fall.

If you have any questions, please email info@tubman.org or call Emily Truscott, Director of Communications & Public Policy, at 612.767.6696.

Harriet's Closet update

With the sale of Harriet Tubman Center West, the community clothing closet there, Harriet's Closet, has moved to Tubman Chrysalis Center, keeping this resource in the South Minneapolis area. However, due to the COVID-19 pandemic, the clothing closet remains closed at this time. Once it is safe to welcome volunteers and clients into the space, the closet will reopen in its new location. Because the closet is closed and our storage

space is limited, we are currently not accepting donations of clothing. We continue to accept donations of other supplies that support our clients, including unopened personal hygiene items, children's and teen's activity supplies, and more. A full list of needed items can be found on our website, tubman.org, in the "Give Help" section.

For more details, please email give@tubman.org or call 612.825.3333.



Welcome to Tubman Chrysalis Center

Clockwise from top: The waiting area of Tubman Chrysalis Center shares our mission, and lightly frosted glass protects clients from outside visibility while still allowing natural light. Below, calming colors are used in a new client lounge area, a spot people can go to in order to wait for a ride, take a phonecall, or simply take a breath after a therapy appointment or an Order for Protection appointment. Bottom left, colors and furniture were carefully chosen to be both calming and also welcoming and energizing. Left, the reception area features custom graphics that evoke the North Star and our namesake Harriet Tubman's travels on the Underground Railroad. We look forward to welcoming everyone into these refreshed spaces in the future.





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Working for racial justice

Inspired by our namesake Harriet Tubman, Tubman has long believed that part of our mission for safety, hope, and healing is to address systemic and cultural issues, including racism and other forms of oppression. We know that we have work to do, both as individuals and as an organization. Together, we can fulfill our Tubman vision for thriving people, healthy relationships, and peaceful communities and know that includes all people and all communities.

Tubman Chrysalis Center
4432 Chicago Avenue South
Minneapolis, MN 55407

Harriet Tubman Center East
1725 Monastery Way
Maplewood, MN 55109



Tubman's mission is to advance opportunities for change so that every person can experience safety, hope, and healing.

To update your mailing address, please call 612.825.3333.

Get Help: 612.825.0000

Give Help: 612.825.3333

www.tubman.org