



Honoring Juneteenth

Though COVID-19 precautions prevented us from opening our annual Juneteenth celebration to the broader public, Tubman staff and clients still gathered outside earlier this summer to honor Juneteenth and its history through food and fun activities, coloring pages for children, and simply gathering together as a community.

Inside this year's summer newsletter:

- Inspiring Youth mentorship program opens to broader service area, Page 5
- An in-depth look at the need for housing services for survivors of violence, Pages 6-9
- Changes to Tubman's board recruitment process bring new candidates, Page 11
- New therapy group uses art expression for healing, Page 12

“When times are hard, do something. If it works, do it some more. If it doesn’t work, do something else. But keep going.”

—Audre Lorde

By Jennifer J. Polzin

Tubman CEO

The Black feminist, lesbian, poet, mother, warrior Audre Lorde wrote, “When times are hard, do something. If it works, do it some more. If it doesn’t work, do something else. But keep going.”



And that’s exactly what we’ve done this past year.

I am pleased to share this newsletter with you, and proud of what we’ve been able to accomplish as an organization during these hard times. I’m humbled by the times we’ve stumbled, motivated by the lessons we’ve learned, and proud that we’ve gotten back up and gotten even better. I’m wowed by the team at Tubman and the ways in which they keep adapting to meet evolving needs and exceed expectations. I’m grateful to you and this community for your partnership and the generosity that helps sustain us. Most of all, I’m inspired by the people we serve and the ways they manage to keep going and keep adapting in order to survive and even thrive.

We’ve shared the impact of the pandemic and some of the specific ways we’ve adapted this past year on our website, in our emails, in the annu-

al report (all of which can be found on Tubman.org along with the most current updates about programming), in our requests for support, and in one-on-one conversations with community members. You’ll also find more information about what’s been happening at Tubman in these pages. There are two areas of accomplishment in particular that I’d like to highlight.

The first is that in addition to continuing to serve—sometimes in new ways—while barely missing a beat, the team also achieved most of the major milestones and goals set before the pandemic. Tubman faced \$1.5 million in unanticipated expenses last year due to the pandemic, for things like pandemic pay for staff serving face-to-face in our congregate housing and shelter programs and to purchase personal protective equipment (PPE), implement additional cleaning protocols, and invest in additional technology platforms and equipment for clients and staff to support virtual services. Because the needs of the people we serve skyrocketed, Tubman dispersed 50% more direct financial assistance to the people we serve through the Freedom Fund and other COVID-specific funding this past year. All of that was made possible through COVID-specific funding from government, foundations and corporations, United Way, and community supporters like you—thank you.

In last summer’s newsletter, this column focused on Tubman’s racial justice work in the community and within the organization. On the facing page, you’ll find the annual goals for each of the three years of our Racial Equity Plan, which is designed to run concurrently with the Strategic Plan for 2020-2022. Because neither plan can be wholly separate from the other, you’ll find the integrated version of the Strategic and Racial Equity Plans on Tubman.org so you can see what we’re working on and why, that we are holding ourselves accountable, and the impact of achieving these goals, i.e. how the agency will be different as a result.

Which brings me to the second major accomplishment I’m pleased to share: all of our 2021 equity goals have been successfully completed by people working together across the entire organization. I’d like to express our deepest gratitude to Marie Michael of Embodied Coaching and Consulting for sharing her expertise and guiding us through the process of developing this Racial Equity Plan, and especially for facilitating multiple listening sessions and co-creating a process with members of Tubman’s staff-led Racial Justice Collective to repair past racialized harm at both the institutional and interpersonal levels.

Continued on Page 4

Tubman's Racial Equity Plan for 2020-2022

As an organization serving in the name of Harriet Tubman, Tubman has long recognized that our work to end violence must also include a focus on equity, intersectionality, and ending the systemic racism that harms and devalues Black, Indigenous, and People of Color (BIPOC). Since our inception more than 45 years ago, we have served marginalized communities, and we strive to center their lived experiences and voices throughout our agency – including formal program evaluation, informal feedback, and amplifying the work of culturally specific organizations and community partners led by BIPOC.

This work also requires that we look internally, at Tubman as a nonprofit organization and employer. We commit to being a place that is equitable and welcoming for all by uprooting the white supremacy inherent in many traditional workplace policies and the white saviorism that is prevalent in the nonprofit sector in which we operate. To that end, we have developed a Racial Equity Plan to publicly commit to how we will strive towards an anti-racist culture.

This three-year plan is designed to run alongside Tubman's Strategic Plan, and the goals of our Strategic Plan must be advanced through a racial equity lens, with a focus on diversity, inclusion, and access across all identities.

2020 Goals

- Establish staff-led Racial Justice Collective.

2021 Goals

- Establish BIPOC Collective.
- Revamp Board recruitment and selection process.
- Recommit to the hiring process (designed in 2017 with a focus on equity and screening in candidates) and provide training on implicit bias in resume reviewing and interviewing.
- Implement compensation study market rate adjustments.
- Develop process to repair past racial harm and recommit to using the Courageous Conversations protocol.
- Expand performance review process to assess each team member's participation in courageous conversations and/or their work toward building an anti-racist culture at Tubman.

2022 Goals

- Analyze hiring, retention, and promotion data by job type and department.
- Begin developing processes that link professional development opportunities with pathways to leadership.
- Explore offering stipends for internships.
- Conduct website audit and create new agency video.
- Strengthen staff onboarding process to help build cross-agency relationships and understanding.
- Establish shared operating principles and baseline awareness about Tubman's current culture and how we want to be, including shared language and definitions for DEI terms.
- Develop mechanism for trained peer facilitators to help address future interpersonal racial harms as an alternative to Human Resources when appropriate.

CEO letter: Market rate adjustments are another equity milestone as we live into our values

Continued from Page 2

We've finally achieved another equity milestone: we've made market rate adjustments based upon the results of a very comprehensive compensation study, so that every position at Tubman is now paid at or above the market rate. This investment will help ensure we can attract and retain the expertise we need to continue serving with the level of knowledge, experience, and cultural competence our clients need and deserve. And you'll find more about another way the Board is living into our

diversity, equity, and inclusion values on page 11. All of this work is ongoing, deep, and complex, and so we keep going toward our next set of equity goals so we can increase access and deepen the sense of belonging for people across all identities.

More uncertainty regarding the pandemic and hard times continue, but I am certain there will be some things to celebrate as well. And I'm glad we can count on each other to be on the journey. Whether you are a survivor, donor, volunteer, community partner, or are connected

to our mission in some other way, please know that you have a standing invitation to contact me anytime (by email at jpolzin@tubman.org or 612.767.6697). I'd love to listen and learn what inspires you to support Tubman, what we're doing well, and what we can improve.

In partnership and gratitude,



Policy success with VOCA Fix, but VAWA still waits

This spring, Tubman hosted U.S. Senator Amy Klobuchar for a press event highlighting the importance of reauthorizing the Violence Against Women Act (VAWA). Since it was first passed in 1994, VAWA has created and supported comprehensive responses to domestic violence, sexual assault, dating violence, and stalking. It must be renewed every five years, and with each reauthorization, we aim to build on existing protections for survivors and ensure that programs can better meet their needs.

The VAWA Reauthorization of 2021 has passed the U.S. House of Representatives, with our thanks to co-sponsors Rep. Ilhan Omar, Rep. Betty McCollum, and Rep. Dean Phillips. As of this printing, it still has not passed the U.S. Senate, and we continue our advocacy on behalf of the people we serve.

One important success from the legislative session was the passage of the VOCA Fix to Sustain Crime Victims Fund Act of 2021, co-sponsored by Klobuchar. The Victims of Crime Act (VOCA) provides federal funding for services to victims of crime, including domestic violence survivors, but for the last several years, federal



From left are event speakers Tubman CEO Jennifer Polzin; U.S. Senator Amy Klobuchar; survivor and former Tubman client Jewlene Bellamy; and Katie Kramer, Policy Director for Violence Free Minnesota.

deposits into the fund have slowed, prompting concern that the fund would soon be unable to sustain funding for services. This would lead to a dramatic loss of funding for programs around the country. Tubman, along with Violence Free Minnesota and the National Network to End Domestic Violence, has been advocating for a "VOCA Fix" to increase deposits into the fund so that it continues to be sustainable. This fix passed with a unanimous 100-0 vote in the U.S. Senate and was signed into law by President Joe Biden in July.

Inspiring Youth offers mentorship, goal support for teens

Sixteen-year-old Jeniah had a goal. Even as a high school sophomore, she wanted to be an entrepreneur and launch her own business selling charm bracelets and lip glosses. So she talked to Jon Pallas, a Youth Worker in Tubman's Inspiring Youth program.

"We had a lot of conversations around getting her supported with supplies, what she needed, how to advertise for herself, and getting business cards created," Jon said.

Jeniah's focus was on her employment and gaining the experience of starting a business, and Jon also helped her get support at her school, working alongside the school counselor and staff, and supported her in attending driver's education classes.

Jon has worked in the Inspiring Youth program for nearly two years, and offers mentorship and case management to youth ages 10-17 in the program. A program designed to provide one-on-one mentorship, building community connections, supporting each youth in achieving individually identified goals, and overcoming barriers to success by tapping into the passions and strengths of each youth. Jeniah is just one of many youth ages 10-17 in the Twin Cities area to go through the year-long program.

"It's very youth-focused and youth-led," Jon said. "Helping to guide them to whatever success means to them, what their goals and interests are, and what they want to address. We collaborate, explore options, problem-solve and see what we can come up with."

"There is a huge trend that a lot of the

youth want employment help," Jon said, adding that he often helps with resume writing, conducting mock interviews, and assisting with job applications and the process of obtaining a job.

Sometimes what a teen needs comes with additional costs, and Tubman's client assistance dollars can help offset some of the expenses, such as getting youth set up with work clothes for a new job.

"That is something that I really appreciate about this program, the flexibility of those dollars to support the needs of the families we serve," Jon said.

Many participants are referred to the program from their schools or other community programs, and most often through a juvenile justice court diversion program. Another client with whom Jon worked was referred to the program by a Hennepin County diversion program due to a delinquent offense. Through the youth's involvement with Inspiring Youth, he was able to get treatment for ADHD, completed an inpatient program, and reconnected with his school with drastic improvement. He later joined a basketball team at a local community recreation center and was able to build positive connections with other youth.

The program in past years had been accessed by closed referral only, meaning program participants came from specific referral partnerships with the City of Minneapolis Health Department, Minneapolis Public Schools, Hennepin County Juvenile Justice Diversion, and Tubman. How-

ever, the Inspiring Youth Program has recently expanded to serve Ramsey County youth and to allow anyone to express interest in participating. Anyone interested can submit a request to be contacted through the Tubman website.

"And once the online submission has been filled out, an email notification goes to Tamara (Stark, program director) and Patty (Branden-Adan, program manager), and they look at the information and decide if it's an appropriate match for Inspiring Youth or another program," Jon explained, adding that if a different Tubman service seemed like a better fit, staff would connect with the individual to talk about options.

For example, Inspiring Youth participants commit to a weekly check-in with staff for up to a year. So if someone is seeking short-term support about one specific issue, they may prefer a program that offers support in a less intensive way.

"Participants need to want to be a part of the program and have that sense of want for getting the most out of their experience," Jon said. "There is a weekly commitment, so they have to understand how their involvement will look like and be willing to do that."

The weekly commitment supports the program's goals of providing mentorship, identified supports, and case management. Additionally, after the Inspiring Youth Program ends, youth who have gone through it are encouraged to stay connected and call Tubman in the future if they ever need support down the road.

Tubman's housing services aim for broader community change

For more than 45 years, Tubman (under other organization names before multiple mergers) has existed in the Twin Cities metro to serve survivors of domestic violence.

And for more than 20 years, that has included offering housing services in various models. Today, that work not only continues, but is expanding.

"In our work, the field of serving people impacted by violence and trauma, we hear across the board how key housing is to driving futures, both short-term safer options and longer term stability," said Tamara Stark, Tubman Senior Director of Housing and Youth Development. "Our expansion in this area is in direct response to people of all ages saying it's a key need to help them overcome the challenges they've faced with violence and homelessness due to violence broadly. Many of the people we're serving have experienced multiple shelter stays and housing instability."

Tubman provides a rapid rehousing program for single people and families, in which staff help clients secure housing in community apartments, and then clients pay rent at 30% of their income, with Tubman supplementing with rental assistance to cover the cost of the apartment. The program includes intensive supportive services for up to two years and then six months of aftercare available, all of which help clients build

stable lives and reduce their risk of future homelessness while improving their financial stability and neighborhood connections.

"Having a steady place is key to building both formal and informal networks of support," Tamara said.

For people younger than 24, Tubman also offers Safe Journeys, an on-site transitional housing program, that provides deeper support 24 hours a day, rent-free housing, and meals.

And the programs work. Over the last three years, 80 percent of adults age 25 and older and 70 of youth who were in the programs for at least six months were able to secure safe, stable housing.

Ninety-six percent of clients in the program live below 185% of the poverty line, and 91 percent identify as Black, Indigenous, and People of Color (BIPOC). All genders are served, and 10 percent identify as LGBTQ+.

"We support people in their short-, mid-, and long-term goals," Tamara said. "Our programs are co-created with people who have been impacted by the challenges of the populations we're serving, so we make sure that remains throughout. The voice is key of the people we're serving. The staff are really facilitators in that way, making sure it's centered around the people we're serving and that leadership is there. And leadership can look a lot of different ways, including

program feedback and policy recommendations, and helping engage and walking alongside as well."

Clients over the years have often shared that their experiences of violence and homelessness began very young, and "in my opinion, there hasn't been historically enough recognition of homelessness due to violence among youth," Tamara added.

Tubman's Safe Journeys program was designed to create opportunities for young people to build stability, learn money management, and also create flexible opportunities and solutions for themselves.

"The people we're serving are really the leaders in paving the way for these opportunities that don't always line up with current system design," Tamara said. "There are so many solutions and insights that young people have that society at large doesn't do a great job recognizing. They have perspectives, ideas, feelings, and are working to make things better for people of all ages. I see that as a critical investment for all our futures."

The need for systems change for prevention In addition to serving individuals who are currently experiencing violence and homelessness, these programs also aim to create broader community-wide changes to end the root causes of these issues.

These programs are intensive and



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—**Tamara Stark,**
Tubman Senior Director of Housing & Youth Development

require investment of dollars, time, and expertise, and Tamara acknowledged that this work is about changing entire systems so that homelessness due to violence isn’t the outcome that we see.

“It’s homelessness, and it’s the system that created it, and it’s all these other sectors that produce conditions that if we don’t change them, lead to people not being housed,” she said. “We’ve heard a lot of talk recently about things not returning to how they were, so I want to see that as a reality.”

This will take collaboration across a wide range of sectors – including nonprofits, employers, faith communities, healthcare, education, criminal justice systems and more.

“I think we have to recognize that it feels daunting and that we’re all in it together to figure it out,” Tamara said. “We can’t look anymore to one system to solve it all. We have to have a good intersectional approach on

the societal challenges that we have and hang on to the beauty of simple solutions and how communities can come together to make positive impact. I fully believe in that. I wouldn’t be in the work as long as I have if I didn’t believe in that. So how do we live into that more fully and continue to engage more allies?”

Policy changes are one place to start, including financial practices and our educational system, Tamara said, especially to address current disparities and to keep in sight a longer term goal of home ownership and building more pathways to that option.

“It’s been said over the years that a lot of the people we’re serving think that’s not a reality for their life,” Tamara said of home ownership. “And we need to make sure that it is, and that requires very different investments and also looking at the policy level.”

Housing disparities in Minnesota are among the highest in the nation. His-

torically, discriminatory policies in a variety of systems, including banking and real estate, helped create pathways for white families to own homes and build assets to pass down to their children, while BIPOC communities were left behind, barred from obtaining financing or being able to purchase desirable property. These histories are still being lived out today in neighborhoods across the country, and then these disparities are compounded and amplified by other forms of discrimination, racism, and oppression, as well as violence and trauma. But with programs like Tubman’s, there is the hope that, together, we can create the change necessary to build a new future.

“That’s the part that we need to recognize and partner on and collectively work to change. We’re not talking about new issues,” Tamara said. “We’re talking about people in spaces of trying to solve some of society’s most complex challenges. By collaborating, we do move the dial.”

PROVIDING SAFE, STABLE HOUSING:

Our goal is to raise \$36,500 for housing services

You can change cycles of homelessness and violence with a gift to support Tubman's housing services

"Housing is more than having a roof over your head," said Jennifer Polzin, Tubman CEO. "It's a human right, and it's about equity, and it's about dignity and dreams."

Right now – building off the momentum of our spring Starlight Soirée gala fundraiser – we are focused on securing funds to increase housing services for Tubman clients.

"People at Tubman work so hard every day to make this a reality for themselves and their children," Jen said. "The dollars we raise will help cover the cost of helping people navigate their housing search and secure housing, then help them maintain it by providing financial assistance for a period of time to help them address the crises that put their housing stability at risk. Staff will provide home visits and other services to support them as they achieve their other goals in order to move from simply surviving to actually thriving."

You can help by making a tax-deductible gift that's meaningful to you, knowing that it will help a family maintain safe, stable housing and start to interrupt the cycles of violence and homelessness that are so detrimental to individual people, families, and our entire community.

Domestic violence is the third leading cause of homelessness, with at least half of women who are homeless reporting domestic violence as the primary cause. And unless that violence is interrupted, it causes repeat homelessness.

"If we're not making sure there are safer places for people to be housed, and they're on the streets, then the cycle continues, and they're at greater risk for future violence," said Tamara Stark, Tubman's Senior Director of Housing & Youth Development.

How your gift makes a difference for people in need of safe, stable housing:

\$45 covers the cost of a housing application.

\$95 covers a week of meals for a youth staying in Tubman's Safe Journeys transitional housing program.

\$150 pays for changing locks so a family can feel safe in their home without moving.

\$300 pays for storage so a family can keep their belongings while in transition.

\$500 covers utility costs, freeing up other resources to pay for rent or the mortgage.

\$725 provides monthly rental assistance for a family.

\$1,500 can cover a security deposit or first month's rent in a new apartment.

experienced by people of all ages means staff can offer the deep support necessary for youth, single adults, and families facing multiple challenges and barriers.

By supporting Tubman's housing work, you are helping to achieve Tubman's vision of "thriving people, healthy relationships, and peaceful communities."

Please help us reach our goal of \$36,500 with the enclosed envelope, or call 612.825.3333. Gifts can also be made online through Tubman's website, www.tubman.org, by going to the "Give Help" section.

Your generous gift of any size will help break the cycle of violence by providing safe, stable homes and safer communities.

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

Intersections of disparities and homelessness

Too often, the challenge of maintaining safe, stable housing is compounded by the multiple intersections of people's lives and their experiences with violence, trauma, and racism.

In Minnesota, with some of the worst racial disparities in housing and income in the nation, the majority of homeless survivors are women of color and marginalized youth. They often experience disproportionately high rates of domestic violence and more barriers in accessing advocacy services.

Then, because they are also more likely to live in poverty, they have fewer resources on which to draw when trying to increase their safety and stability.

"We're trying to address some of the root causes, which alone is daunting, but it's necessary if we're true as a society about wanting to undo these disparities in our society and our state," said Tamara Stark, Tubman Senior Director of Housing & Youth Development. "If you break it down by race and ethnicity, we're faring very, very poorly. We need to be honest about that, and that, again, doesn't just speak to individuals, but to the system changes that are needed."

For the overwhelming majority of survivors of domestic violence – a reported 99%, according to the National Network to End Domestic Violence – a critical piece of the abuse they've experienced is economic abuse. Economic abuse often includes poor credit, ruined rental histories, a lack of steady employment due to controlling behaviors by their partner, and isolation that reduces their support networks. For a survivor trying to find a new, safe place to live, these factors make it even more challenging, especially in today's affordable housing crisis.

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—**Tamara Stark,**
**Tubman Senior Director of Housing
& Youth Development**

Additionally, many survivors are trying to reestablish career paths or return to school, trying to find reliable daycare for young children, and healing both mentally and physically. All of these factors make maintaining a stable income and housing a critical situation.

And this is where Tubman can help. In addition to housing, Tubman offers wrap-around services that are designed by, with, and for survivors who identify as Black, Indigenous, and People of Color. These services address the root causes of poverty, including trauma, violence, discrimination and disparities in education and employment due to systemic racism. Tubman staff work with survivors to develop tenant rights education and skill-building, legal protections, education and employment opportunities, connections to community services, and stronger social networks to build resilience for lifetime stability.

"If we keep going like we're going, we don't move the dial," Tamara said. "We're talking about longer term investments leading to longer term solutions, and still recognizing the need to respond to crisis too. We're trying to change the course and also not lose sight of home ownership as building generational wealth, especially for BIPOC communities."

Long-time advocate promoted to Shelter Program Manager

After more than 20 years of service at Tubman, Shelter Program Manager Joanne Rice recently left to pursue a new opportunity with the Youth Intervention Programs Association (YIPA), of which Tubman is a member. We thank her for her years of dedication to Tubman and the people we serve, and wish her well in her new chapter.

Promoted into the role of Shelter Program Manager is Raye Black. Raye, most recently a Senior Case Manager with specialty focus on working with survivors who identify as disabled or aging, has worked at Tubman for about twenty years in a wide variety of roles. She has a wide range of experience serving people experiencing trauma, including with the Minnesota Brain



Injury Alliance and as a Tubman staff member working at People Serving People.

In her new role, she supervises all part-time, on-call and overnight shelter staff, as well as provides on-call consultation with other managers and is focused on building more community partnerships, particularly with other organizations who might be interested in coming on-site to work with Tubman residential clients. She also is a member of Tubman's Racial Justice Collective, a staff-led group working to advance anti-racism goals across the agency, and active participant of the BI-POC Collective, a space for staff who identify as Black, Indigenous, and People of Color to meet and share experiences and recommendations. Black said that her current work with both groups is part of what makes her excited about stepping into her new role.

"The timing of those groups, what we're doing as an agency, and now being a manager of the shelter program, I can fuse those together and be a voice for what the needs are," Raye said. "As a whole, the agency is moving forward, and I think it's perfect timing."

Raye also reflected on her time at Tubman, particularly being a part of the agency's evolution, through physical moves, mergers between nonprofit agencies, and many other changes.

"I love the woman Harriet Tubman," she said about what keeps her going in this work. "And I've been here for a length of time, so I've been able to see different phases at Tubman. The need is so great, and to be able to see who we're helping and hopefully to be able to plant a seed with people we serve to be a part of the solution and hopefully to be violence-free in this world."



Soirée under the stars

The 2021 Starlight Soirée, Tubman's annual gala fundraiser, was a unique hybrid event that offered both a virtual program and on-site tours of our recently renovated Minneapolis office, Tubman Chrysalis Center. To left, Linnea Olesen, Kris Berggren, Liz Olson, Eric Jensen, Steve Epp, and Ben Olk watch the virtual program while enjoying their catered party boxes of refreshments. Thank you to everyone who participated throughout the evening, from wherever you were, and we hope to see you at next year's gala!

New open application process for Tubman's Board of Directors an 'unqualified success'



From left are new Tubman board members: Sapna Swaroop, Kaelie Lund, Erin Horne McKinney, Lauren O'Brien, Helen O'Malley, and Max Rosen.

In an intentional shift to be more inclusive and equitable with Tubman's Board of Directors, this past year launched a new process by which anyone in the community could express their desire to join the board through an open application.

In the past, new prospective board members were usually identified by current members from within their networks and invited to join based on skills needed on the board. The new process was part of Tubman's Racial Equity Plan, designed to create more opportunities for individuals interested in service from the entire community and highlighting both professional expertise and personal lived experience, as well as passion and commitment to Tubman's mission. Tubman invited people to apply for the board through email, website, and social media postings, as well as sharing the posting on local community sites.

"The goal of the process was to institutionalize procedures to maximize how the Board reflects the communities Tubman serves," said Jeff Justman, Board member and Chair of the Nominating & Governance Committee. "We wanted to avoid any unintentional bias old systems may have had, where people on the board recommend who they know, without benefiting from terrific candidates who might not happen to know anyone [currently on the Board]. I think our view was that this was an unqualified success."

"We wanted to avoid any unintentional bias old systems may have had, where people on the board recommend who they know, without benefiting from terrific candidates who might not happen to know anyone [currently on the Board]."

—Jeff Justman, Chair of Tubman's Board Nominating & Governance Committee

More than 30 people applied, and ultimately six joined the Board of Directors at its Annual Meeting in March. They are: Sapna Swaroop, Teladoc Health; Kaelie Lund, Jamf Software; Erin Horne McKinney, community leader; Lauren O'Brien, Deloitte & Touche LLP; Helen O'Malley, community leader; and Max Rosen, AllianceBernstein.

Currently, Tubman's 24-member Board of Directors includes leaders across business, community, and government sectors, with 46% of board members identifying as Black, Indigenous, and People of Color, compared to only 11% five years ago. Additionally, 13% identify as LGBTQ+, and 92% have lived experience with the issues core to Tubman's mission.

Board members are elected to three-year terms and can serve up to three terms. The open application process will reopen in late fall of 2021, with more details shared publicly about specific skillsets needed at that time. More information can also be found on Tubman's website, www.tubman.org.

Artistic expression heals in new group

Coming out of the past year of pandemic and community-wide trauma, Tubman is helping people find healing through artistic expression. New this year Tubman's licensed outpatient clinic for mental and chemical health services is an Expressions of Healing therapy group that uses artistic prompts and exercises to find healing.

"People surprise themselves and shake loose new information and new perspectives, and really connect with each other in a way that is hopeful and in a way that feels not as alone, that their humanity is safe and also universal," said Robin Scearcy Fischer, a mental health therapist at Tubman.

Robin identified a need for a therapy group that had a little less structure and focus on skill-building, compared to Tubman's Dialectical Behavior

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—Robin Scearcy Fischer,
Tubman mental health therapist

Therapy or Trauma Skills group. So she designed and developed the Expressions of Healing group, recruiting colleague Kara Vangen to co-facilitate with her.

The group includes mindfulness practice, expressive exercises using art, then group sharing and processing, and lastly, somatic resourcing (which includes shaking or gentle movement exercises). Participants must also be working with an individual therapist, either through Tubman or another clinic, and many have had another group

therapy experience before joining this group.

Despite its use of art and creativity, the group is not technically art therapy, nor is Robin a licensed art therapist. And no art experience is necessary to participate. Rather, the group engages in “expressive” or “creative” therapy, which Robin explains helps access parts of ourselves that are surprising or not part of our everyday conscious thought.

“I’ve found that these open prompts

Continued on Page 15

Safety Project changes lives, one case at a time

Throughout the pandemic, the need for Tubman's legal services has increased, as people in abusive situations seek help with Orders for Protection, Harassment Restraining Orders, and family law issues. But one of the biggest factors in people leaving those situations is access to civil legal representation from an attorney—something that can often be hard to find or afford. In one study, 83 percent of domestic violence survivors represented by an attorney successfully obtained a protective order, compared to just 32 percent of survivors without an attorney.

“In that 10 to 20 hours, people are literally changing lives,” said Jena Reed, Tubman's Director of Legal Services, speaking of the average amount of time an attorney invests in a protective order case. “I don't know how many times people have said, ‘I need a lawyer.’”

To help meet this critical need, Tubman recruits and supports local attorneys to take cases pro bono. Of the roughly 160 attorneys who have expressed interest in this pro bono work, about 25 are family law practitioners who focus on family law cases and clinics. The rest are attorneys

from all different backgrounds who join Tubman's Safety Project, which focuses on Orders for Protection. Tubman staff help train attorneys on the orders and offers support with screening clients and moving through the process.

“It's very meaningful, necessary work,” said Shiloh Bute, Managing Attorney at Tubman. “There is always more demand for referrals than what we can provide.”

Bute added that the commitment for an attorney is relatively low and

Continued on Page 15

Donor Spotlight: ‘Small things can go a long way’

Andrea Markstrom has been leading technology teams for 30 years, and is currently the Chief Information Officer at Taft, Stettinius & Hollister LLP. Also as founder of the non-profit women’s professional networking forum i.WILL, Inspiring Women Igniting Leadership & Learning, Andrea is deeply committed to supporting and empowering women. She has always been passionate about lifting women up and breaking glass ceilings and barriers, particularly in the technology field. In her personal life, she’s instilled the value of giving back with her three children by volunteering and by making tie blankets during the holidays and giving them to people living on the street, saying “Small things can go a long way and make a difference.”

What about Tubman inspires you or connects with your passions?

What Tubman does is incredible, providing resources on different levels such as shelter, legal advocacy, clothing, and so much more. They offer a broad range of services all in one place. I wish I would have connected with Tubman in the past due to some of my own experiences. That would have been immensely helpful and an important resource for me. Tubman is an amazing resource to help lift and support women.

In what ways have you supported Tubman?

Part of i.Will’s mission is to give back to women in local communities. Taft is also deeply committed to supporting local businesses and communities through their philanthropic and com-



The group from i.Will and Taft that held a donation drive for Tubman included, from left: in back, Andrea Markstrom, Kim Hansen, Amy Binkowski; in front, Yia Moua, Kay Dalhed, Shanell Burton.

munity relations initiatives. i.WILL and the Minneapolis Taft Office partnered together I brought a partnership together with the Taft community relations and i.WILL teams for an initiative to support Tubman. The organizations made financial contributions, and Taft engaged employees in a fundraising campaign and basic needs donation drive.

Together they raised over \$5,000 and donated tubs full of basic needs items for Tubman clients. i.WILL and Taft continue to support Tubman by providing financial contributions and clothing and school supply drives.

Please share how the experience of giving, organizing a donation drive and working with Tubman staff was for you?

Tubman made it very easy by providing materials, showing up on site and providing different ways people could give back. After the event, a couple employees shared of how Tubman has touched their life, sharing stories



and connections. And some Taft lawyers volunteer by providing pro bono legal services to Tubman clients. It was a rewarding experience, and I look forward to a continued partnership and making a big difference.

What would you say to someone who is thinking about supporting Tubman?

Tubman does so much good for women and families in need by providing so many resources and helping with a fresh start. This organization gives people that chance and support to make it happen. Your dollars are going to directly help women and families get their feet back on the ground.

For ideas on how you can give help, please see more information on Page 14, or call 612.825.3333.



Partnerships in art

A variety of artistic opportunities were made possible this past year, thanks to support from the Minnesota State Arts Board partnership with Tubman. Clients created a series of videos with ZPuppets Rosenschnoz during a series of four workshops, while other clients participated in a series of eight drumming workshops with Titambe West African Drum and Dance Ensemble. This fall, Shapiro & Smith Dance will offer more opportunities for clients to heal and express themselves through the arts. To left is Christian from Titambe West African Drumming. Tubman also purchased custom-made drums with the agency's logo, for clients to continue using beyond the workshops. This activity is made possible by the voters of Minnesota through a grant from the Minnesota State Arts Board, thanks to a legislative appropriation from the arts and cultural heritage fund.



Interested in other ways to give help with Tubman?

Visit the "Give Help" section of our website, Tubman.org, for more details or to request more information:

- **Become a volunteer** – Many of Tubman's services rely on the dedication and passion of volunteers making a difference across all of our departments and programs. We offer training and support for roles ranging from support group facilitators to legal advocates, from child specialists to food delivery drivers.
- **Gather a group for a one-time volunteer project** – Groups large or small are welcome to help with one-time projects on-site at Tubman offices, with tasks ranging from organizing donations to repainting shelter bedrooms, depending on current needs.
- **Host an event** – Gather your friends, family, and colleagues to host a donation drive or an informational conversation about issues in our community. Tubman staff can attend and support your gathering with materials and guided conversation on domestic violence, homelessness, youth violence prevention, and other topics.
- **Become a sustaining donor** – By joining Tubman's Keep Going giving circle of monthly donors, you become an ongoing partner in our work to realize a vision of thriving individuals, healthy relationships, and peaceful communities.
- **Consider planned giving** – Planned giving is a legacy that benefits others long after it is given. It creates long-term support for Tubman's life-changing programs through bequests, trusts, retirement plan assets, and other estate gifts.

To speak to someone at Tubman about ways to give help, call 612.825.3333 or email give@tubman.org.

Expressions in Healing: More groups planned

Continued from Page 12

really do that – they provide the platform and the jumping off point to be surprised and to discover something fresh and new about ourselves but doing it in a safe container with other people,” she said. “It amplifies that power through connections being made, and the vulnerability is being met with safety and kindness.”

The group, now in its second 12-week cycle, has been meeting virtually since February, and Robin said they hope to shift to in-person meetings in the future, but do not have a timeline for that yet.

“We mail everybody a little kit of supplies, so everybody has the same little art kit, which is nice,” she said. “And we’re talking about starting more groups. Size-wise, eight people is about enough, to do the art and then to process. We’re thinking about making at least one more because it seems to be filling a gap.”

“There’s kind of an alchemy in the group,” she added. “It’s really a remarkable space about how it’s offering healing to people. It’s really quite special.”

To learn more about the Expressions of Healing group or other mental health services through Tubman, please call the Intake Office at 612.870.2426, or email Robin directly at rfischer@tubman.org.

Safety Project: Partnership is increasing mentorship, training

Continued from Page 12

defined, as more Order for Protection cases are resolved quickly, compared to family law cases that can continue for years. Additionally, it provides attorneys with trial experience that may be hard to find elsewhere.

In the past year, Tubman has partnered with the Law School of the University of St. Thomas and the Civil Litigation Committee of the Minnesota State Bar Association to recruit more attorneys to the Safety Project. The goal is to train new attorneys in the work, as well as recruit attorneys to be mentors to law students, for three key successes: service to the community, opportunity for attorneys to learn trial skills, and engaging experienced attorneys to mentor and build connections with newer attorneys in the field.

Alongside the partnership to welcome new attorneys, Tubman also began a Safety Project Advisory Committee in February, in which current volunteer attorneys (including a mix of in-house counsel, solo practitioners, and representatives from larger law firms) can be more engaged in Safety Project activities and make recommendations. Bute said an initial survey was conducted to ask attorneys what they’d like to see, and one of the primary responses was more opportunity for training. To that end, Tubman staff are planning a Safety Project training in August with a panel of volunteer attorneys answering questions from current volunteers.

For more information on Tubman’s Safety Project, visit Tubman’s website, www.tubman.org.

HOPEtober on the horizon!

For Domestic Violence Awareness Month each October, Tubman launches its annual HOPE-tober campaign to raise money for our Freedom Fund, which provides direct client assistance for things that clients need to build stability in their lives. This includes things like changing locks to increase safety from an abusive partner, paying for housing application fees to find a new place to live, buying school clothes and supplies so children can continue their education uninterrupted, and much more. Stay tuned to Tubman’s website and social media channels on Facebook and Instagram for this fall’s fun campaign!



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Making a difference

It's all smiles under the masks! Thanks to Gus Dean Coffee for supporting Tubman this spring for its Black History Month fundraiser. We thank our community partners for all they do to spread awareness about Tubman's services so that everyone knows Tubman is there to help offer support.

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