

## Exciting changes to Tubman's housing services

Over the agency's 40-plus years, Tubman has continually assessed its services and the evolving needs of the community. Today, when affordable housing is such a challenge in the Twin Cities metro, we are excited to expand our housing services, built on our decades of expertise helping marginalized communities access and sustain safe, stable housing.

Beginning later this year, Tubman will launch a Rapid ReHousing program, which will include building relationships with landlords and property owners and offering supportive services to tenants to help them stay housed and build their own self-sufficiency while receiving short-term rental assistance. This work continues Tubman's mission of safety, hope, and healing for all people.

Committed funders for this work include the U.S. Department of Housing and Urban Development (HUD), through the Suburban Metro Area Continuum of Care, with additional funding in part by a new grant from the Greater Twin Cities United Way, through its Safe & Stable Housing impact area. The funds will support both Tubman's existing Safe Journeys transitional housing program for youth and young adult victims of violence and exploitation, and new capacity to provide Rapid ReHousing services in the community.



*Tubman has offered a variety of housing services over its long history, including its current 11 transitional apartments, like the one shown here, and the Safe Journeys housing program for youth who have experienced violence or exploitation. Moving forward, Tubman will add Rapid ReHousing services to its continuum of services.*

"The HUD award we received fills a great need that has been identified in the East Metro region," said Tamara Stark, Tubman's Senior Director of Housing and Youth Development. "The funds will allow us to expand upon our housing portfolio in order to continue providing meaningful and critical services for youth and young adults in the community."

We are continuing to seek additional funding for the expansion and sustainability of these services, with a focus on increasing housing opportunities for low-income survivors of violence, and particularly people who are disproportionately impacted by homelessness, violence, and discrimination.

### Some housing services:

**Transitional:** Temporary housing, often for people who are having difficulty securing and affording long-term housing.

**Section 8 housing:** A federal program that pays rental subsidies to private landlords. Tenants also pay rent.

**Rapid ReHousing:** Program offering short-term rental assistance and supportive services to help people obtain housing quickly, increase self-sufficiency, and stay housed.

# Courageous Conversations

By Jennifer J. Polzin

Tubman CEO

Much of what we do at Tubman is create safe spaces for brave conversations. Sometimes those conversations are about race or other aspects of cultural identity. Sometimes they're about surfacing a conflict in order to move forward together. They're often about sharing a different perspective in order to create a better outcome. And it's always about creating safe space for the people we serve to voice their past experiences and work toward the future they want and deserve. While it might be easier to ignore the instinct to speak up and simply carry on as things are, the price of silence is often dangerous.



Many years ago, I helped lead a project to train all clinic personnel of a major local health care system—from receptionists and billing specialists to nurses, doctors, and other care providers—to recognize the signs of relationship violence and intervene. When I asked them to describe the barriers, some cited the constraints of time or pressure to get to their next patient; things that I and my colleagues were unable to address or influence. But as the conversation continued, another theme began to emerge: they didn't know what to do if their patient said they were being abused, so it was more comfortable to say nothing.

We put a simple protocol in place: ask everyone privately whether or not they feel safe at home. Not just the patients who look beat up. Not just

“Relationship violence is a public health issue. And we, the public, have a role to play in addressing it.

women. Every patient. Much like asking about wearing a seat belt or how much alcohol is consumed or about unprotected sex or whether they floss their teeth. Then if someone does identify that they do not feel safe at home, let them know there are resources and people who can help and offer them a private space with a phone to call an organization like Tubman, and give them the time and privacy to talk and make a safety plan. That's it—a simple, effective beginning.

Relationship violence is a public health issue. And we, the public, have a role to play in addressing it. We don't have to be healthcare experts or have all the answers. In fact few—if any—“experts” do, although people who are experiencing violence are the best experts on their own situations and just need the support and resources to find safety and healing. We only have to take a deep breath and initiate a conversation. We can simply start with, “I'm worried about you. Are you okay?”

Maybe the person you're concerned about just isn't ready to talk about it, let alone take action. Maybe they believe greater harm will come to them or their children because of all the threats not to tell anyone. Maybe they are minimizing the abuse because quite frankly, who wants to believe it could (and almost always will) happen again? Maybe they are scared no one will believe them. Maybe they don't want to burden you. Maybe they are trying to protect the

person that is harming them for a variety of reasons—because they don't want them to go to jail or lose their job or get deported or lose respect in the community, all things that have an impact on everyone involved. Or maybe, like you, they just don't know where to start.

Maybe you're scared you're wrong and will make them angry. To that, I say I would rather risk offending someone than not let them know I care. Maybe you're tired of listening to someone talk how bad things are without wanting to get help. It's okay to set limits—you can still let someone know you'll be there to support them if and when they are ready, or let them know there are places like Tubman who can listen and help even if they don't want to leave, or set boundaries that don't leave the person further isolated. Maybe you are wrong, and they're stressed about something else—that's okay too, they'll still know you care. Or maybe this time, they'll take a leap of faith and summon the courage to confide in you.

One conversation won't solve the problem, but it can inspire action and ignite hope. You don't have to fix anything. You can simply be there. You can say, “You're not alone. I believe you. The abuse isn't your fault.”

There are organizations who can help you make a safety plan, and give you support and resources.” Then give them Tubman's 24-hour crisis line: 612.825.0000 or website. We're here

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# Jenna's Story: More than a mental health diagnosis

Jenna's road to the Tubman Chrysalis Center started years earlier with a diagnosis of borderline personality disorder. "All of my emotions were really intense," she said. "Anger was rage, sadness was devastation, fear was terror. And I didn't have the skills to manage those emotions effectively."

Jenna began self-harming as a teenager and eventually turned to drugs as a way to cope. "I was really impulsive," she said, describing how her addiction and a series of suicide attempts led her deeper and deeper into the mental health system. After years in and out of hospitals, group homes, and other treatment facilities, Jenna eventually found herself in the criminal justice system. "This was really my wake-up call," she said. "I was angry, and I was terrified. And I knew something had to change."

She connected with Dialectical Behavior Therapy, a skills-based treatment that is specifically designed for people with borderline personality disorder, and began individual therapy at Tubman Chrysalis Center. Over time, Jenna's therapist helped her learn to manage those intense emotions she'd been experiencing for so much of her life. This gave her the courage to begin working again and, eventually, return to school.

Today, Jenna works as a Certified Peer Support Specialist and is pursuing a bachelor's degree in social work. She is also a passionate mental health advocate and regularly shares her story with students, lawmakers, and other members of the community. Eventually, she'd like to get her Masters in Social Work and help other people on their healing path. "I am so grateful to be where I am today, and I couldn't have done

it without all the help I've had along the way," she said. "Now I want to use all that lived experience for good and pay it forward."

When asked how she would respond to someone considering a service provider such as Tubman, she noted that it can take time to find the right provider, but encouraged people to give it a shot anyway. "I know reaching out into the unknown is scary, but what's the worst that can happen? The discomfort of asking can't be any worse than the discomfort you're already feeling, and what if this is the first step toward change? You won't know unless you try!"

For more information about Tubman's range of mental and chemical health services, call the Tubman Chrysalis Center intake office at 612.870.2426.

## Courageous Conversations: You can help people you love

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for you as a concerned family member, friend, or colleague too—whether it be concern over someone you care about who is facing abuse, addiction, mental health issues, or other life challenges.

Want to learn more about safety planning? Check out the article on page 8. Looking for ways you can help prevent violence before it starts? Read about our Voices in Prevention program on pages 4-5, and make a gift or pledge online or in the enclosed envelope.

What else is on the horizon? We've developed Success Indicators to measure our effectiveness and describe the changes we'll implement

by 2022; more information about our 2020-2022 Strategic Plan will be available on our website in the coming months. We'll launch our second bi-annual Employee Engagement survey this fall, and remain focused on amplifying the voices of the people we serve in shaping our services.

And as I write this in July of 2019, we are in the midst of negotiating a purchase agreement to sell Tubman West to another nonprofit organization. This would be a triple win: for our long-term sustainability and strategic vision, for their work which is aligned with our mission, and for the community. If all goes forward as hoped, all services currently offered at Tubman West will be relocated to

Tubman Chrysalis and Tubman East by July of 2020. I can't wait to share more when it's finalized; stay tuned!

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 (at [jjpolzin@tubman.org](mailto:jjpolzin@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.

I wish you peace and courage for the conversations that await you.



Jennifer J. Polzin  
Tubman CEO



## Will you help keep VIP in classrooms this coming school year?

Our current funding gap is \$97,300 to maintain this critical program, and we need your help to ensure young people get the skills they need.



*Anna Sahli (on far left), Tubman's Youth Education Coordinator, joined student leaders for an Anti-Violence Initiative event this spring, where students performed original skits depicting abusive behaviors. Sahli also led conversations about how to identify abusive behaviors and how to find resources and support.*

## Preventing violence among our youth

How do teenagers learn to navigate dating relationships? Or relationships between friends as they transition from middle to high school, and later into college?

"Relationships, including friendships and family members, affect our lives every day," said Anna Sahli, Youth Education Coordinator at Tubman. "It's also an opportunity for students to communicate and learn from each other."

Each year, Anna and other Youth Educators visit middle and high school students throughout the Twin Cities area to talk to them about healthy boundaries, communication, warning signs of abuse, and more. This past year, more than 46 school and community-based sites hosted Tubman's Voices in Prevention (VIP) and Movement for Violence Prevention (MVP) programs. VIP brings a pre- and post-tested curriculum into classrooms, while MVP

follows that education with ways for youth to develop as a peer leader and amplify those lessons in their social networks. Throughout both, trained educators help students navigate their own experiences and conversations.

"Boundaries are another topic that students are interested in sharing about and debating," said Sahli. "There is a bit of a trend of students saying that people are too sensitive or too easily triggered, but there is just as much pushback from students stating we need to acknowledge that people have different boundaries, and that it is important to respect those too."

By guiding students through these conversations, young people are able to articulate their own boundaries to dating partners and friends, and set the stage for healthy relationships later in life.

**Your gift of any size will help us meet our funding gap one classroom at a time and help students have safe, healthy futures.**

Please consider making a tax-deductible contribution today with the enclosed envelope, online at [tubman.org](http://tubman.org), or by calling 612.825.3333.

## How much does prevention cost?

Prevention and youth intervention services often cost a fraction of other programs that are needed after violence and trauma occur. For example:

- \$75,300 funds residential treatment for youth;
- \$56,100 is the cost of a youth group home;
- \$40,200 could fund a juvenile correction facility; and
- \$3,500 is the cost of a single juvenile court case\*

**By comparison: Last year, \$134,000 funded Tubman's VIP program in 38 schools around the Twin Cities, reaching more than 6,200 students.**

**Your gift today will help young people learn the skills they need to end violence among their peers and develop safe, healthy relationships.**

Tubman's Voices in Prevention program is a six-week curriculum for teens in middle and high schools that helps them identify the different and often complex ways relationship violence can occur. It gives them the opportunity to think critically about their emotional and physical boundaries, expectations, and ideals.

With your help, we can continue to help teens around the Twin Cities learn these valuable, life-changing skills.

*\*Cost estimates from Youth Intervention Programs Association*



*Sabre Sletten of Stillwater Area High School won first place in Tubman's annual poster contest, in which students use art to tackle issues such as violence in relationships and the community.*

## What teachers say about Tubman's VIP curriculum:

“Having Tubman into my classes to share and teach their curriculum has driven many positive conversations regarding healthy and unhealthy relationships amongst my students. They have a deeper understanding of the dynamics of healthy and unhealthy relationships because of the increased depth of knowledge regarding empathy, communication styles, and gender roles. My students will often refer back to these learning opportunities throughout the course. The opportunity to have a community resource that demonstrates sincere concern and care for my students is also an important piece to having Tubman visit our health classes.”

“Our students and staff love when Anna from Tubman comes to our school. The topics covered in the Voices for Prevention program are based on real world, everyday issues that our students can relate to and want to talk about. They are not lectured to, but given a chance to learn and have fun while playing games, doing activities and telling stories. I wish they could come every week!”



# Soirée honors the journey From Fear to Freedom



Photos by Uncommon Collaborative

On a Saturday night in April, over 350 guests attended the 2019 Starlight Soirée: From Fear to Freedom to support Tubman's mission of safety, hope and healing. Thank you to everyone who attended and contributed to the amazing success of the evening!

Guests enjoyed bidding on auction items, winning great prizes from a variety of activities, listening to the International Reggae All-Stars and most importantly, hearing from two courageous and inspiring women, Shannon and Junita, about the

life-changing services they received at Tubman.

Together we raised over \$230,000 to ensure people who have experienced violence, exploitation and other forms of trauma receive help through our critical services when they are needed most.

Special thanks again to our donors, partners, volunteers and the following sponsors:

**Sponsors of Healing:** Deluxe, Thomson Reuters, and RBC Wealth Management

**Sponsors of Commitment:** Ballard Spahr, McGough, and Robins Kaplan

**Sponsors of Courage:** Faegre Baker Daniels, Fox Rothschild, myTalk 107.1, NFP, and Sears Imported Auto

**and Event Partners:** Baker Tilly, EventLab, hendlin!, Lakeside Wine and Spirits, Lowry Hill Liquors, and Total Wine

We hope to see you at the 2020 Starlight Soirée on May 2 at the InterContinental Minneapolis-St. Paul Airport Hotel!



# Estate planning: What's your legacy?

Remembering Tubman in your estate plan is an impactful way to help sustain and strengthen our programs for generations to come. Your generosity and commitment to our mission of safety, hope and healing is essential for serving people who have experienced relationship violence, addiction, exploitation and other forms of trauma now and in the future.

By making a planned gift through bequests, trusts, retirement plan assets or other estate gifts, you can create long-term support for our life-changing programs and services.

"It's exciting to see our clients' enthusiasm about aligning their personal values with their money many years into the future," said Kathy Longo, CFP®, CAP®, CDFA®, presi-



“Legacy planning is an excellent combination of philanthropy and estate planning that leaves a lasting impact on charitable organizations.

—Kathy Longo, CFP®, CAP®, CDFA®

dent and founder of Flourish Wealth Management. “Legacy planning is an excellent combination of philanthropy and estate planning that leaves a lasting impact on charitable organizations. I enjoy the opportunity to discuss philanthropy opportunities with clients, particularly when we can create a legacy plan together.”

If you would like more information about including Tubman in your

estate plan or about making a contribution, please contact Alison Hobson, Director of Development, at 612.767.6685 or by email at ahobson@tubman.org.

With a planned gift, you are leaving a legacy that will benefit others long after it was given while experiencing the joy today that comes from knowing that you are making a difference!

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## Staff participating in summer diversity workshops

This summer, Tubman staff are furthering their education and conversation skills on essential issues in order to continue to improve our workplace culture and the way we collaborate with our community.

All Tubman employees are attending three workshops centered around Diversity, Equity, and Inclusion, facilitated by the Racial Justice Team of the YWCA of Minneapolis. The topics are microaggressions and bias, intersectionality, and white privilege and fragility. These workshops are essential to advance our core value of social justice, defined as striving to challenge our own biases and work with courage and tenacity to build inclusive and equitable communities.

“These racial justice trainings build

upon the multifaceted Diversity, Equity, and Inclusion work we began two years ago, and are designed to give all of us a shared framework and baseline understanding in recognizing the impact of our own language and behavior,” said Jennifer Polzin, Tubman CEO. “Our external facilitators are skilled at creating a safe environment to have the brave conversations that are necessary to move us collectively forward.”

Staff across the agency are also beginning to use the Courageous Conversations About Race model originally developed by Glenn Singleton and Curtis Linton, and adapted by SPARC (Supporting Partnerships for Anti-Racist Communities). This protocol sets the stage to have mean-

ingful conversations about difficult subjects like race, racism, power, and privilege. Taking intentional, concrete actions is essential, as we often work with people who are disproportionately impacted by oppression and discrimination.

Last year, Tubman also completed the Charities Review Council's Diversity, Equity and Inclusion Toolkit as a way to assess the agency's current people, processes and power structures. One tangible result of this work is its impact on our newly developed Strategic Plan for fiscal years 2020-2022, and agencywide goals to increase client influence in the evaluation and development of services and for our staff and board to better reflect the people we serve in three key ways.



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# Safety planning and how it can help

In 2018, 24,730 people experiencing violence or exploitation developed a safety plan by phone or in person with Tubman. Safety planning is an integral part of all Tubman’s programs. And because each individual and family situation is unique, staff, volunteers and interns at Tubman work with them to create safety plans that are easily accessible and relevant.

“Safety planning is the backbone of our client service because everyone deserves to be safe, physically and emotionally,” said Julie Froslan Ferralez, Resource Counseling Coordinator. “We develop safety plans around unhealthy re-

lationships, past trauma, wellness goals, and more. Even if someone is not able to access what they need right away, such as shelter, we can safety plan with the person to determine a solution that works in the present.”

Safety planning can help reduce the risk of violence, and is dynamic, so it can change over time as the situation changes. It can be as formal as writing out a detailed plan or having an informal conversation and generating ideas. Each Tubman location is supplied with “My Relationship Violence Safety Plan” brochures that double as a worksheet for people to create their own safe-

ty plans. Inside includes space to write down phone numbers, think through the resources they have, and checklists of considerations, for example, like what to bring if planning to flee a violent home. Almost anything can be added to a safety plan: social media strategies, getting an Order for Protection, children’s needs, and even pets’ needs.

If you are interested in learning more about safety planning and how you can help support a friend or loved one, visit Tubman’s website at [www.tubman.org](http://www.tubman.org), and click the “Give Help” section, or call our 24-hour resource line at 612.825.0000.

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Harriet Tubman Center East  
1725 Monastery Way  
Maplewood, MN 55109

Tubman Chrysalis Center  
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**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](http://www.tubman.org)**