

WEBVTT

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>> JENN: I am starting the webinar now.

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>> MONICA: Good morning. Good afternoon, everyone.

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This is Monica Arenas from Futures Without Violence.

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Thank you for participating in today's webinar and roundtable on

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collaborating with culturally specific community-based programs to support

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survivors of human trafficking, domestic violence, and sexual assault.

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We will start with a few accessibility

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instructions. We can go to the next slide, please.

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-- I guess we're not showing slides yet -- Spanish interpretation

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instructions. >> Thank you, Monica.

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[Speaking in Spanish] >> My name is Sandra and I'm here with

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my cointerpreter. We're going to start by giving you

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instructions to access language interpretation on Zoom.

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[Speaking in Spanish] >> We would like to begin by

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acknowledging all the languages represented by everyone here today and

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we will be interpreting from English into Spanish and also for American

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Sign Language. >> INTERPRETER: Includes commitment to

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make sure everyone can participate in the conversation in a more equitable

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manner by being able to speak in their language of preference.

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[Interpreting in Spanish] >> INTERPRETER: We will be using the

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Zoom interpreting function. If you are using a computer, in a few

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moments you will find a globe icon at the bottom of your screen.

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To select your language, press the globe and choose your language

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channel. If you're bilingual, we ask you to

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also choose a language channel. [Interpreting in Spanish]

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>> INTERPRETER: Do not allow you to access these features of

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interpretation in Zoom because you require the app, so you will need to

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log in through a computer or a mobile device.

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[Interpreting in Spanish] >> INTERPRETER: If you're on a tablet

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or telephone, in a few moments tap lightly on your screen and select the

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three-dot menu with the word more that will appear on your screen.

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You will see a menu pop up where you can select the language interpretation

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option. In it you can choose the English

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channel and finally tap on the word "done" to activate the

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interpretation. [Interpreting in Spanish]

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>> INTERPRETER: With a few -- a few reminders, when you're working with

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remote interpreting, please mute your microphone when you are not speaking

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and when you are speaking, speak loud and clear so that we can hear you

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properly. [Interpreting in Spanish]

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>> INTERPRETER: We ask you to speak at a moderate pace and take a breath

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after each sentence so that we can interpret everything you are saying.

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>> OK, we're ready to go. >> Interpretation is being turned on.

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>> Sandra and Anabelle, we can't hear you.

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>> We can't hear anybody speaking.

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>> >> MONICA: This is Monica.

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I lost Internet. I'm not sure if the others had

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problems too. >> Everyone should go to the little

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icon on the -- interpretation icon on the bottom,

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English or Spanish. If you don't select a language

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[Inaudible] >> Jenn, we couldn't hear anybody

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speaking. We were on -- I guess Monica had

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Internet issues, but we couldn't hear anybody.

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>> JENN: Is it working now? >> I can hear you.

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Why don't we get started and let's see what happens if --

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>> MONICA: OK. Then we will start.

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Thank you for your patience. Apologies for that.

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We will continue with introduction of the faculty.

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Thank you for joining today's webinar.

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And we have Martina Moore from the divisions of services of deaf and Hard

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of Hearing, Nikki Locklear from the Commission of Indian Affairs in North

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Carolina. Isaira Hernandez.

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Maria Jose Fletcher from VIDA Legal Assistance.

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And Hediana Utarti from the women's shelter.

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We have Kiricka Yarbough Smith. She's a program director of the North

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Carolina Department of Administration, North Carolina of woman and youth

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involvement. In the next slide we have the learning

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objectives for this roundtable. First -- identify strategies for

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collaboration among service providers among culturally specific programs to

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support survivors of -- engage culturally specific organizations in

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your -- engage with organizations in your community to work on anti-human

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trafficking efforts. And also because domestic violence and

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sexual assault and human trafficking are so prevalent, we assume that there

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are survivors among us. Please be aware of reactions and take

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care of yourself. So now we will -- I'll turn it over to

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Kiricka, who will start us with an overview of the intersections of human

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trafficking and -- next slide. >> KIRICKA: Thank you, Monica.

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Welcome, everyone. I'm going to kind of just talking a

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little bit about intersectionalities and vulnerabilities.

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One thing kind of before we jump into more culturally specific services, we

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really wanted to make sure that everyone kind of is on the same page.

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With that, one of the things we want

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to look at, we think this chart is helpful when we're thinking about

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intersections and the fact that it's so important to collaborate when we're

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looking at human trafficking because as we're looking at this, a survivor is

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usually experiencing or has needs in all of the categories that are listed

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or some of the categories that are listed from systems of oppression to

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even looking at intimate partner violence, low literacy.

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So we know a lot of times within domestic violence and sexual assault

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we think about, you know, all the issues that come about when people are

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being exploited, but it really is a power and control and exploitation of

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people when we are thinking about human trafficking.

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So we really want to kind of look at the root cause of trafficking and a

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part of that is connecting to some groups working in the local

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communities with the people that we're trying to serve, specifically for

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trafficking, but they have already been supporting them in other ways.

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We're going to talk more about that. Really looking at some of the

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intersections with other forms of abuse, layers of trauma that

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trafficking survivors may face. One of the biggest things is looking

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at that macrolevel of trauma and how it may present in different populations,

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different cultures and how do you work with different groups to ensure that

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you are making -- you're ensuring your services are accessible as possible to

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all survivors. We know that trafficking is really

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rooted in the interconnected systems of oppression, whether it's racism,

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sexism, homophobia. One of the things we're going to

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highlight today is a few specific populations.

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We have really wonderful presenters with us today.

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But just knowing that these are just a list.

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We kind of wanted to give you a highlight of some of the diversity

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that we see when we are talking about underserved and marginalized

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populations. It can be youth, LGBTQ AI +, thinking

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about individuals who have disabilities, maybe people

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experiencing mental illness or have substance abuse disorders.

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We think about special populations such as males or American Indian/Alaska

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Native survivor communities. People who are deaf, Hard of Hearing

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and blind communities. We're not going to cover all of the

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specific communities today, but we want to talk about certain communities that

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we currently are working with and just giving you some ideas about how to

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kind of connect and some of the needs that different communities may have.

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Next slide. Before I introduce our first speakers,

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the first thing I kind of wanted to make sure we all get on the same page

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about, when we are looking at collaborating with culturally specific

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agencies, you really want to create some steps to kind of developing those

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relationships and specifically when we are trying to collaborate around

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trafficking issues with culturally specific groups.

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So one big thing is not making assumption that you know who's in your

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community and who's working with different individuals.

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You actually have to do your research.

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So that's a really big thing to do is really try to figure out and connect

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to those groups that are really doing this work in the community.

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Once you kind of identify who those agencies are, you want to reach out to

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them, introduce yourself, your organization and really talk about

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your organization's mission. Another thing we forget a lot of times

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in our fast movement and human trafficking, domestic violence, sexual

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assault work, we oftentimes kind of jump in and want to provide people

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with trainings and information on what we do and how we support people.

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But it's so important to ask the individuals in those agencies who are

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working with culturally specific populations to also provide you with

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training and your organizations with training about working with the

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population they serve or how to be culturally inclusive.

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It's about creating a two-way street when we are thinking about each one of

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these specific categories. We want to make sure we have strong

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relationships with culturally specific agencies.

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One thing we talk about -- I'm going to get ready to introduce a couple of

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people that I work with quite a bit in North Carolina.

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One thing we talk about on our community advocates committee for the

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Department of Administration's council for women and youth involvement

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office, human trafficking team, is that when individuals are looking for

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support for trafficking, a lot of times they are going to go to the agencies

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that they are used to working with, whether it's for homelessness or

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whether it's because they need specific resources.

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They are going to go to those culturally specific groups that help

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them with everything else. They may not come to you.

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But if you can connect with them, provide them the training on what

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human trafficking is and how to connect, but also then allow them to

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provide you with training, it's going to make a huge difference in the

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wrap-around services and care that we provide for survivors.

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Next slide. So I'm happy to introduce our first

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presenter, Martina Moore-Reid. We have had a chance to work together

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quite a few times really looking at how to address, you know, accessibility,

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really providing services to survivors who may also be deaf, hard of hearing

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or may also be DeafBlind or blind. Martina has been a wonderful resource

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for us with our agency. I'm thrilled to be able to introduce

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her and let her talk to you about the community that she serves.

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Once Martina presents, Nikki Locklear will present.

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I'll introduce her as well. But then we'll have a chance to ask

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questions as well. So, Martina, I'm going to hand it over

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to you. >> MARTINA: Hi.

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Thank you. Good afternoon.

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Thank you for having me here. My name is Martina Moore-Reid.

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And I'm the community accessibility specialist and I work for the Division

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of Services for the deaf and Hard of Hearing with the Department of Health

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and human services. We have general regional services that

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cover all counties in our state. Our focus is advocacy, consultation,

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education, referral, and equipment distribution.

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Next slide, please. On this slide I wanted to really

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highlight something extremely important to be aware of.

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We know that Deaf, Hard of Hearing, and DeafBlind populations experience abuse

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about one and a half -- times more frequently than those without hearing

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difficulties. Unfortunately, hard data is not

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available. We don't have statistics of the number

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of individuals who have experienced domestic violence and -- we just feel

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that it is our best guess that we have roughly maybe 20% to 30% of an impact

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on those who are Deaf and Hard of Hearing who have experienced domestic

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violence or sexual assault or have been involved in -- or impacted by human

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trafficking. Next slide.

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On this slide there are several barriers, but I listed a few barriers

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to accommodations. The majority of the Deaf population

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does often experience barriers and lack of accommodations.

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A lot of Deaf people are not aware of the types of accommodations available

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to them. Some of them do not know how to be

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self-advocates and advocate for what they need.

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They do not know where to find support and resources.

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They may not have the personal technology or their own equipment to

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allow them to communicate. Many providers or entities also create

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barriers. For those providers and agencies or

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entities, they do not know that they have a legal obligation to provide

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accommodations. And even if they are aware or they are

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asked, they do not provide those accommodations even when they are

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requested. Most of that stems from not

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understanding the type of accommodations to provide.

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If they do provide accommodations, they often do not provide appropriate

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accommodations that suit the needs of the person they are serving.

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They don't know where to find such resources to assist.

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And one thing on this list I want to emphasize for the group is those who

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grow up with a hearing loss pretty well know their community need, they know

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socialization, what works for them, but if something happens when they have

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experienced abuse, they are in a sense of shock and have a really difficult

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time expressing what they need. They may be afraid to access shelters

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or some of these other places because they are afraid they won't get those

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resources and support. So it creates a sense of isolation and

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withdrawal. And that is one of the biggest

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barriers that we see. So we as a division make it our

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mission to educate the public about some of these challenges and concerns

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the community is facing. Usually once someone experiences a

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domestic violence incident or sexual assault, a law enforcement officer

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will help get them to the appropriate location.

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We are also available if you know someone who is Deaf, Hard of Hearing

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or DeafBlind in a situation like this, please reach out to an agency like us.

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I'm not entirely sure if it is on my

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next slide, so we can go on to the next slide, that would be great.

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Here we go. Something really important to

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understand about the victim or survivor who is Deaf, Hard of Hearing, or

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DeafBlind is they don't understand their care plan.

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They are not aware of schedules that they are supposed to check in with

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future meetings or appointments, maybe go for tests, follow-up appointments.

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And some of the other things on this

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list really do tie to communication access.

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They are not able to give true consent.

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That's why it's crucial when a person comes to you who has a hearing loss,

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that you are aware of all the auxiliary aids and services that can be provided

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to each individual so that each individual is fully included in their

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own care. Auxiliary aids could be a sign

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language interpreter, a Deaf interpreter.

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If you're doing a webinar training for these individual, incorporate the use

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of captioning. Using written materials can be

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supporting. Using amplified devices for those who

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can still have some hearing -- I have one I actually use myself because I am

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hard of hearing and sometimes I like to hear who is speaking.

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It helps me follow along. And people assume I'm deaf.

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Sometimes they don't know if I'm hard of hearing or deaf at all.

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I identify how I do and I, for the most part, do identify as both Hard of

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Hearing and Deaf. So don't make assumptions.

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That's another thing I want you all to take away from this.

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Do not make those assumptions. It's important to ask the victim or

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the person you're talking to what works for them, how they would like to be

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communicated with. If you're in a noisy environment, be

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sure that you move to a quiet space free from a lot of distractions and

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background noise, if at all possible, depending on where you are.

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If the person is Hard of Hearing, they cannot focus.

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They are in a state of shock, so they are not able to focus on what's

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happening. We need to make sure that we are

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working with them one on one. It's also important that we speak

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slowly in a manner that is easy to understand.

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Don't shout. Shouting doesn't equal clarity.

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And it's also important if a person doesn't understand, be patient and

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repeat or rephrase what you have just said.

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Meet them where they are. Make what you said easy to understand.

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This list that I have, I have touched

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on a majority of these. But, again, the victim and survivor is

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often left out of vital communication.

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And that leads to the companion knowing more than the victim or survivor about

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their own situation. So it is really important to, again,

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understand what auxiliary aids and services are.

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You can learn that by asking the person what works for you, how would you

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prefer to be communicated with. It's also helpful to know if you do

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have a communication tool kit readily available in your shelter, that would

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also be very helpful. If not, you can reach out to an agency

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like ours to help you. Next slide, please.

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And, as you can see here, this one is the biggest takeaway for all of you.

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It's not one size fits all. As you can see here, many solutions

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will help with communication. I tried to differentiate the different

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hearing losses with different colors. So we have Deaf, Hard of Hearing,

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DeafBlind, on the left side. And examples of auxiliary aids that

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will work for them. A lot of the reasons for this mixture

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in communication and access and communication could be how a person is

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raised. If a person was in a family that is

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hearing mostly, they will most likely speak or know some sort of English.

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We also have clear masks on this list because in the days of the pandemic,

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we have to remember to wear our personal protective equipment, but

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facial expressions are vital and they are a big part of communicating

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effectively with someone who is Deaf and Hard of Hearing.

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It helps those relying on lip reading to see the face and lips of the person

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who is speaking. So we can still be safe, but use the

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clear mask. Again on the list, the personal

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amplifier that I have, most of them come with a cord.

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This is very helpful in a meeting space if you're in a room with several

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people. Sometimes the person may not know sign

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language, sometimes they do. It depends on where they grow up.

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Their first language might be English.

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They may not have learned sign language until much later.

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As a lot of times hearing loss comes with aging.

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They may also have some sort of hearing loss mixed with vision loss or some

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sort of a combination of deafness and blindness.

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But most of our late deafened population does come from the older

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elderly population. Some things that help them are

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captions and personal amplifiers. But this slide should help give you

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some sort of a guide to, first of all, remind you that one size does not fit

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all, but also give tips for how you can work with these individuals.

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We don't have a lot of time to get into it, but each group does have cultural

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differences as well. So those kind of tying back to

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Kiricka's introduction of intersectionalities is very important

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to keep in mind. Next slide, please.

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My interpreter prompted me because she's behind me a little bit, which

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means the Spanish interpreters are even further behind.

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So we want to slow down a little bit for them.

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One of the most important things I think, and something we often hear and

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see, are misnomers for a person's identity.

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These are unhelpful terms and often are insensitive.

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We see the interpreter on the screen -- Spanish interpreter's face is on the

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screen. I don't know if she needs to come up

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and say anything? You're just there?

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OK. Sorry.

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Just want to make sure that I was accessible to everyone.

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Just want to say again these phrases are not helpful.

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Hearing impaired is one we hear often.

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Deaf-mute. Deaf-mute, we hear that typically in

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rural areas. Some of them are people saying, well,

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it's just a habit, this is what I have always known.

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And we try to educate people that deaf and dumb, deaf-mute are not words we

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want to use. When you work with a person who is

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deaf and you're not sure if they can speak, ask them.

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You can say -- if you say, can you lip read -- most of the time they will say

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no. At that time they will say, I am deaf,

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I need an interpreter, I'm hard of hearing, can you speak on this side,

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or I'm DeafBlind. There are characteristics associated

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with each group. But one thing I did want to mention

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with this slide is that the word "disability" also doesn't really

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float around much in our community. I'm Deaf and Hard of Hearing, but I'm

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not disabled. I'm able to function just like

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everyone else. I just communicate differently.

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I have different abilities. I have to have qualified interpreters.

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I have to have certain auxiliary aids

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and supports to get me through my day.

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And, again, the auxiliary aids I mentioned have to be the most

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appropriate ones to meet my needs. And I think once you ask the person,

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you'll be put back on track and you'll know exactly how to approach them, how

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to address them. If you have any -- even in documents

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these days you will still at a federal level they still use a lot of these

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words in their documents and written material.

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And, as a Deaf person or a Hard of Hearing person, I do see a lot of

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things coming up in the chat -- several questions and comments.

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I'm going to skip that and see if we can wait until the Q+A time.

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So we're going to keep moving. But, if we can, next slide.

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I say all of this in my presentation to just say we can do this together.

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We can work together, we can communicate, collaborate, and connect.

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Whether you're a business, an agency,

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an entity, whatever you need, whatever support you need, we are here for you.

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We are here to provide specialized

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knowledge. We have the staff available to help

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you effectively communicate. We are available for that

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capacity-building. That is one of our goals as an agency.

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We are happy to work intensively with

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human trafficking staff, as well as victims of human trafficking who have

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hearing loss. And how can you help?

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You can help by just opening the door to us, welcoming us in to collaborate

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with you. Develop strategic approaches for

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systems change. Provide communications accessible

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meetings and expect that services offered statewide will also be

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communication accessible. And one of our facilitators, I

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believe, will be sharing the PowerPoint after this presentation.

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But one thing I wanted to make sure that you all remember is that asking

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is simple enough. Ask the person what works best for

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them. They will tell you.

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It's not offensive. It's actually welcomed.

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And if you are a state agency or an agency that receives specific funding,

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you're required to provide it anyway. So, in order to make your services

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quality and at least accessed by the public, dividing -- qualified

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interpreters or pocket talker devices would be the best accommodation for

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best population. Again, if you have any questions and

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any other support you would need, you can always reach out to us.

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Thank you so much. Next slide.

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And I did want you to leave you all with this.

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One thing is clear -- better access, more accommodations are needed to help

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prevent trafficking and support victims and survivors.

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It's also important to collaborate between local, state, and federal

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level agencies working with Deaf and Hard of Hearing and DeafBlind

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individuals who experience abuse and human trafficking organizations.

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It is critical to what we do. We don't want to leave the victims

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without and not provide them with the help they need.

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They need to have -- we need to place equality as our focus and make sure

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they are included in all aspects of our society.

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And that's all from me today. Thank you for having me.

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I'm so hopeful that everyone learned from this.

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It is very important. 10 minutes was hard to squeeze in all

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of that information. But we are here to help and you can

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feel free to reach out to me after the webinar if you would like some more

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intense training. >> KIRICKA: Thank you, Martina.

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As always, wonderful presentation. I think there's so much and so many

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questions people have asked in chat. So just remember -- please remember to

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put your questions in the Q+A section.

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With such a large group, it's really hard for us to kind of monitor it in

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the chat. But then the presenters can kind of go

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in and type responses or I can ask them as we're doing our question and

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answer. So if it's OK with you, Martina, I'm

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going to highlight one question that I see in the chat.

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But if you want to -- feel free to answer any that you see as well.

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I know someone said that you mentioned agencies having a communications tool

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kit. So what is that and are there any

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specific websites or apps that they can use?

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>> MARTINA: This is Martina. Sure.

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A communication tool can comprise of a variety of assistance.

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You can have a TTY. Those are being used very often.

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But -- aren't being used very often. We don't have enough time to do a

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demonstration. Hand-held devices like this, the

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pocket talker, is a good option. You can purchase it relatively cheap.

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If you reach out to video Relay

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Service, sometimes they have tablets and devices available for on-site

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communication. You can request sign language

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interpreters, have a list of where to find those interpreters in your area.

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Because it depends.

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There is no one set system across the board that works.

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And there are a variety of interpreters and agencies all over the country.

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If you live in a rural area and you are already in an underserved community,

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those resources are difficult to find. So having those available to you when

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you have something happen is the best.

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Be prepared for something that can happen.

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So things like that can basically build your communication kit.

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I'm happy to work with someone and help come up with a tailored or customized

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list that would work for you. I can tell you that when a person is

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DeafBlind, you will automatically need some sort of interpreting and also

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need some sort of Braille to help someone who also has vision loss who

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can read and understand Braille. So, again, going back to the slide of

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the one size fits all, remember that there are a variety of communication

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tools out there. And I'm happy to show you and give you

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examples of times when one person presents one level of hearing loss,

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what accommodation may work for them, may have some other staff a little bit

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later on in planning and presenting to support you all too.

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We have a number of staff and specialists here that work primarily

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with the community. I work in general with venues and we

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have Deaf, Hard of Hearing, DeafBlind, interpreting specialists across the

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agency that does support and work with those groups who would partner with me

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to provide that training. Did you ask a second question?

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>> KIRICKA: No. That was good.

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Thank you so much, Martina. I think there are a lot of questions

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in Q+A. So if you see anything that you want

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to address now or if we need to look at those later, that would be amazing.

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Just kind of doing it in writing. I'm going to hop over to Nikki

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Locklear with Commission of Indian Affairs .

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I'm pleased to also introduce Nikki Locklear.

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Nikki and I have worked together quite a bit on several projects, including

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we have a project right now on working with victims of human trafficking in

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Native communities. So Martina and Nikki inform a lot of

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our work when we're doing trafficking work, the county for women youth

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office. Nikki and I are in the same

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department, just different offices. I'm going to turn it over to Nikki

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because she has very valuable information I want you to share.

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>> NIKKI: Thanks, Kiricka. Appreciate that.

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So my name is Nikki Locklear. I work for Commission of Indian

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Affairs. We have a domestic violence, sexual

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assault, human trafficking program where we have domestic violence

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advocates out placed in the rural tribal communities to provide direct

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services to victims. In North Carolina we have eight state

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recognized drives and four urban organizations and one federally

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recognized tribe with the tribe having partial --

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recognition. Our challenges are a little bit

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different from other states because of the majority of tribes in our state

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are state recognized tribes. Next slide.

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If you have never worked with a culturally specific population or

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community, the first thing that we want to do is make sure that we do our

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research on that community before we start asking any questions, before we

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start to try to collaborate, we want to do our research.

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We want to learn about their backgrounds.

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We want to learn where they came from.

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Essentially we really want to know what happened.

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To determine what's going on, you have to first ask what happened.

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You have go back and look at our history.

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It's quite simple. American Indian history what happened

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-- that is historical trauma. Next slide.

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When we talk about vulnerabilities to human trafficking for culturally

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specific populations and specifically for American Indian populations, we

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want to remember that, you know, we have histories of trauma, abuse, and

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sexual/domestic violence. Rates are high because of that.

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Like I said, you know, one of our huge vulnerabilities is historical trauma.

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So I think everyone by now has heard

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of MMIW, which is missing And Murdered Indigenous Women.

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It's really caught fire especially over the last few years.

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And a lot of people are talking about it right now, especially a lot of

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non-Native people. So a lot of people have heard of that

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movement. But, you know, Native Americans and

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Native women know that MMIW has been a crisis since 1492 when Christopher

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Columbus got lost at sea and washed up on our shores and thought it was a

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good idea to rape and kill Native women and kidnap them and then wrote about

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it in his journal entries. To be honest, the violence against

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American Indian women has not stopped since then.

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So you think about it, you really have a history of genocide where the U.S.

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and the U.S. Army specifically targeted Native women and Natives as a --

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to take out tribal nations. An example is the massacre -- if you

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have never heard of it, I suggest reading up on that and what happened

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there. So you've got this history of what the

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United States have done to American Indian and American Indian women and

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then you add all of the legal complications, which doesn't help

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because you've had the U.S. Supreme Court telling tribes, well, you know

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what, you don't have the jurisdiction to prosecute nonNatives anymore.

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So that was taken away. So then violent crimes of course went

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up on reservations on tribal lands. But the majority of the crimes were

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committed by non-Natives. So it's not a surprise today that we

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have a culture that promotes and accepts violence against Native women

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or Indians, period. We've got historical celebration and

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acceptance of violence against Indian country and from the legal aspect it

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perpetuates it. And then we've got racism and

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prejudice at not just local levels, but state and federal levels, you know, on

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top of that. So when we think about barriers to

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identifying Native survivors of human trafficking, you know, we absolutely

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-- some of the things we just talked about, we can kind of see why there

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are some barriers identifying Native survivors.

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I have advocates that work, like I said, in Tribal communities and

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although we are the Commission of Indian Affairs, we still are having

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problems with victims coming forward and identification.

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We're still really having to do a lot of outreach to be able to identify

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victims. Advocates see that victims all the

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that really have no idea that they are being trafficked and explaining to

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them, it's like then they understand what trafficking is.

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Most of the time they really don't self-identify.

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They are not necessarily willing to provide information about their

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attacker, of course. Some of them have formed trauma bonds

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to their trackers -- traffickers.

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A lot of them feel shame or embarrassment for family and the

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community and American Indian communities, they are really

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tight-knit communities. Things that go on in those communities

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and families stay in the communities and stay in the families.

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So people really do not talk about things like this.

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It's really taboo. And then you've also got probably one

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of the main issues that we see is just the distrust of governmental

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institutions and systems, which goes back to historical trauma.

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I really could talk about this for hours, but we only have a few slides

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here. But historical trauma -- I can't

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reiterate how much that is woven into barriers when it comes to us being

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able to provide services for human trafficking, domestic violence, and

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sexual assault victims in Tribal communities.

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Like I said, you've got jurisdictional issues as well.

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Not so much in North Carolina because of the fact that we have eight state

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recognized tribes. So the state recognized tribes, they

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do not usually have a certain jurisdiction.

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So we don't have as many issues here in North Carolina with that, but there

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are, you know, issues everywhere else.

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Next slide. So this is my favorite part to talk

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about, is where you all can start and where does everyone start, you know.

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First of all, you've taken a first step in being part of this conversation

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today and listening. I really appreciate every one of you

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all here and taking time out to learn this stuff because some of this stuff

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is hard stuff to listen to. But I appreciate that you are

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listening here with open minds. So, you know, where do we start?

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If you live in a Tribal community and you're not American Indian, some

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people feel they have no clue where to begin.

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Also, some people may think there is not a Tribal community around them.

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If they don't actually see it, then they think it doesn't exist.

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Pretty much every state, city, you have a Tribal community around you.

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If not a Tribal community around you, you have American Indians around you.

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So figuring out where to start really

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begins with, like I said, listening here and then learning about these

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tribes learning about the historical trauma and things they have been

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through. Those are really first steps in

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educating yourself. Next.

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So ways that you can help. Some of the first things that you can

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do -- because in Indian country, what is most important is building

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relationships. Building relationships is number 1.

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You know, as I said, American Indians, we are people, like I said, who are

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very private. Any issues, we keep in the family, we

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keep within our Tribal communities. We are very distrustful and do not

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trust Tribal -- governmental organizations and systems.

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So the way to kind of overcome that is to build relationships.

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And it takes a lot of relationship-building to be able to

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get Tribal entities to trust. As you know, there's big reasons why

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Tribal communities do not trust governmental entities.

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But some ways that you can -- easy things that you can do is voting.

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I think that's probably one of the

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easiest things that you can do, is vote.

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You have to think about who is it that you are voting for.

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You know, when you vote in your county, when you vote for your sheriff, is

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that someone who arrests or goes after people who murder Native women?

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Is your D.A. someone that prosecutes people who murder Native women and

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human traffickers. You want to vote for elected officials

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that take things that matter to you and your community seriously.

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Contacting tribes -- if you're not sure if there's a Tribal community around

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you, there are easy ways to look that up online and see if there's an agency

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or Tribe around you. Find out from them what it is that

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they need. You don't want to just assume what

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another, you know, population needs. We want to ask them.

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Find out -- find out what it is that they have going on.

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Find out the needs that they have in their community.

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Find out the issues that they have in their community and ask them questions

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about how you can help. You know, attend their Tribal meetings

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and really, you know, do the dirty work.

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Don't just send e-mails and things like that.

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That does not work in these communities.

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You really have to kind of show up. And they have to see that you are

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being -- you're trying to be part of this community and you're really

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trying to find out how you can help them, because sending an e-mail or

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making a phone call -- there has -- you have to do more than that in

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communities like this when they are very distrustful communities.

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Partnering, like I said, with your local Tribes and holding informational

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presentations during their Tribal meetings.

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Establishing, participating in Tribal agency collaboratives.

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You want to collaborate with them. Invite Tribal representatives to join

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your task force, things like that. That's really how you get these people

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at the table and you find out what they need and how to collaborate with them.

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Next.

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And this is just more ways to help continued -- you can establish

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protocols for the American Indian population around you.

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Safety protocols for Native victims of domestic violence and human

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trafficking and sexual assault. If you don't know where to begin with

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that, then you reach out to the Tribe and you reach out to possibly Tribal

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advocates and you collaborate to be able to establish these protocols.

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You don't just kind of want to go off of what you may think, but you

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definitely want to have, you know, American Indians at the table when

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you're doing things like this. Collect Tribal-specific data and share

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this information that you collect with the Tribes.

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Provide letters of support, memos of understanding to Tribes and Tribal

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programs that are applying for grants.

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You know, Tribal entities especially here in North Carolina, like I said,

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we have just state-recognized Tribes. These state-recognized Tribes really

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do not have the capacity to apply for grants.

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So a lot of them do not have services or especially victim services.

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So, you know, helping them out and being able to provide these letters of

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support when they are trying to apply for grants, things like that can go a

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long way and be a big help. And then, you know, the last thing is

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contacting your local Commission of Indian Affairs.

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Ours is the Commission of Indian Affairs under the Department of

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Administration in North Carolina. But other states have their own Indian

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Affairs departments. You know, that's another resource for

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you to be able to collaborate. I think that is it.

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Next slide. >> KIRICKA: Thank you, Nikki.

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I think one thing is a few people have asked about resources.

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This is not only on this slide, but I'm also going -- I'm going to add those

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in the chat as well just so that people can have those to look at.

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For the sake of time, I want to make sure we get a chance to go to each

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presentation, I'm going to move to next person and turn it over to Monica.

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I appreciate the work that you do, Nikki.

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I think we should have made this a three-hour webinar because it's just

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amazing. But there are some questions in the

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Q+A for you, if you want to take a look at those as well.

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I'm going to hand it over to you, Monica.

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>> MONICA: So now we're going to hear from Isaira Hernandez.

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She is a promotora community work with Community Solutions.

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She works with the Triqui community in San Benito County.

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She's done this for about five years and educating folks about human

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trafficking and domestic violence. So on the next page we will --

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next slide. We have information regarding what's

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brought the Triqui community to the U.S.

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That includes poverty, debts, exporation, lack of work, violence.

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There are a lot of barriers to find help.

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Mistrust, language, cultural norms, lack of awareness.

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So Isaira is going to share with us -- I have learned a lot about her

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personal story and her leadership in the community.

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Next slide. Isaira.

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Thank you so much. You've been working with the community

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for more than five years. How do you help people and how have

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you gained their trust? >> ISAIRA: To obtain their trust,

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well, first my name is Isaira. I work with Community Solutions.

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I have done that for five years. And the service that I offer --

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when we do presentations, I speak with leaders, the people in charge.

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I speak at schools, I speak in the fields, I speak with parents.

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I do my presentation in Spanish and in Triqui.

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I introduce myself to them and I speak Spanish with them.

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I give them information about our agency, what it's about, what it means

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to be able to help them. I distribute my flyers with any number

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on it. When I speak with parents, we --

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you know, we do meetings after that through Zoom.

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And if they don't feel comfortable speaking to me about how they are

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treated or anything like that, they might reach out to me by phone.

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I provide the hot lines for human trafficking, domestic violence.

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And they will call those numbers or the offices and they will also look to me

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when they don't speak Spanish and they need assistance in Triqui.

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So the people that offer services for the Indigenous community around the

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country, migrant communities, what recommendations can you offer to

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better be able to help those who have experienced violence?

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Recommendations -- I always tell them to reach out to the closest agency,

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such as mine, Community Solutions that offers services related to domestic

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violence. And distribute those flyers related to

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sexual assault, human trafficking, domestic violence.

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We've been trained to work on these issues and -- for example, my agency

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has crisis hot lines available. Separately we're working on a health

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program and I offer services in Triqui.

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So we offer -- we're able to offer health services to Indigenous women

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that don't have health insurance, such as Pap smears, mammograms, and well

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woman checkups. We let them know we don't

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discriminate, whether you're Black, you're White -- we don't discriminate

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by race. And through the health department we

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go door to door asking people, are you vaccinated, are you unvaccinated.

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We set up appointments and we refer them to services.

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For example, further out in Gilroy, Mountain View, San Jose.

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We have met some really great people. And a lot of people who also don't

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want to look at us and tell us, you know, ugly things.

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But we still try to help the community.

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Thank you so much. It's hard work.

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I know that you have a great collaboration with some of the other

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health partners. What can you tell us about that?

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>> I love helping people. We've been trained to offer service

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and to collaborate and offer information to the community.

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We always think, be humble, be cordial, be respectful, don't discriminate.

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You know, keep confidentiality. It doesn't matter what language you

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speak. There are a lot of people that speak

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different languages. If they need to go to a clinic,

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whether it's psychology, medical, whatever it is they need, we can refer

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them to those services. When I tell people to -- to win over

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people, you have to treat them how you want to be treated, right?

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I always tell them my work is confidential.

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I want to be doing my job how I should be doing.

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And I love being able to talk to people and to help.

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I'm also studying English so that I can offer even more services.

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>> That's great. Thank you so much for your great work

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with the community. And we will invite you to -- in the

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future to share more. >> Thank you.

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>> Now we're going to go with Maria Jose Fletcher.

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She also works with the immigrant community offering direct services.

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And she will talk to us about her work with the community.

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Thank you. >> MARIA: Do I go ahead, Kiricka?

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>> KIRICKA: Yes. >> MARIA: Good day to everyone.

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It's a pleasure to be here and pleasure to be able to follow these amazing

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individuals that have presented to so much information to us.

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I have been doing this work for many, many years and every day I learn

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something. So I know we are pressed with time.

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I just want to explain a little bit the work that we do in South Florida and

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Florida in general. Several staff members of the agency

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that I work for, VIDA, have provided assistance --

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legal assistance to survivors of human trafficking since the late '90s -- the

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1990s. And we have been doing this work in

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collaboration with domestic violence and sexual violence providers.

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At the time, the late '90s and early 2000s there were not enough programs

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with enough funding to help immigrant survivors of human trafficking.

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This has been a long 20 years progressing into what now the nation

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has. And even though we think that we have

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a lot of agencies providing assistance when we have someone with limited

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English proficiency, when we have someone like from the Triqui

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community, it's very to find interpreters.

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Interpreters for everything that we need at the time to provide assistance

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to the survivors. So the struggle continues.

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For us, collaboration, cooperation is critical.

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We learn about the agencies in our community that can provide something

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to the community that we serve. Perhaps Florida, like California and

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New York and other states, we might think that they are better situated to

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provide this assistance. And sometimes it's true.

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That facilitates the work we do. We provide free legal assistance in

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the area of immigration. As listed in the slide, we provide

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access to T-Visa, U Visa -- some of the programs that we have in our agencies

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-- not a lot of agency -- but I think we

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have a lot of power because of the collaborations.

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And so one of the agencies that we work very closely is called, as in the

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south of our county, Miami-Dade. It's very interesting because that

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area, South Dade, it's quasi urban and rural.

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The challenges of the language access and also as Isaira was explaining, how

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we develop the trust with these communities.

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It has taken many, many, many years. What we really -- I think what we're

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proud of is that the partners in these collaboratives have remained

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consistent. For many years we are the same

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organizations sitting at the table. We're open to other organizations, but

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there is a core group of organizations everpresent to assist.

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Our services complement each other. We move away from duplicating

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services. We avoid competition.

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When there's a grant out for us in the community to apply for funding, we

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come together and we look at which other organizations that are missing

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at the table. We bring them over, we make sure that

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every organization gets the funding and it's equitable funding.

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Perhaps in one grant period one organization will be the leader and

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another grant will be another. I think everything that I'm tell you

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is something that you already know. But I just want to underscore the

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importance and -- that that relationship has for how you

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ultimately serve the survivor. Many of these organizations has a

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expertise in sexual assault, child abuse, economic empowerment for the

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community, health -- healthcare. So we bring education in general.

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We bring everyone that could provide assistance to survivors.

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Survivors of human trafficking, as you may already know, present many, many,

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many needs and they are all different.

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So it depends on the individual. I also share what Isaira and Nikki

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were telling us about being present, about being part of the community.

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If we are not by ancestry part of the community, that we are willing to

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learn and listen. We go to my next slide.

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I echo -- I didn't know -- I wrote this without seeing what Nikki wrote and we

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share that -- listening and learning all the time.

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I think that the work that we do, especially with law enforcement in the

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area fighting for immigrants -- victims of human trafficking, involves a lot

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of listening and learning. We listen to the limitations that the

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government agencies have and we also listen to the limitations of our

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sister agencies in the community. We bring to the table what we can

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bring. And we're very honest about it and we

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explain that, right? These are our parameters. This is what

01:15:33.000 --> 01:15:41.000

our funding allows us to do, but we need your help.

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I think I'm going to stop here and leave some room for questions at the

01:15:44.000 --> 01:15:51.000

end, or whenever Kiricka and Monica think it's appropriate.

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I thank you for your participation. Also, my agency is open to provide

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technical assistance and training if you need that, or just phone calls and

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we can guide you on your needs. >> KIRICKA: Thank you so much, Maria.

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We appreciate it.

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I have been working with you for so long.

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I think people just don't know how much you have done for this movement in

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general, just even with the Balance Against Women Act.

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Thank you for all that you do. -- Violence Against Women Act.

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What could be key considerations you have for agencies who want to do more

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to improve access to services for those who are transgender?

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>> MARIA: Thank you for that question.

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I'll give you a brief history of what we have done in south Florida.

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One of the organizations -- other organizations that we began

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partnering in 2011 is called Survivors Pathway Organization in south Florida.

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They are, in addition to provider

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specialized counseling and support, advocacy to immigrant survivors of

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domestic violence and sexual violence, they also have a very strong presence

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in the LGBT community and more presence with the Latina transgender community.

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So VIDA, through different --

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with -- we formalized it through grants applications and we obtained funding

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throughout the years. We have gotten funding from Department

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of Justice and also from HHS and that allows us to learn from the community.

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Survivors Pathway had educational,

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psychological, educational approach to working with Latina transgender that

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we -- women that range from adolescence to late in life, older people, which

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has really taught us and presented us with the reality of very serious

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violence towards these individuals coming from countries in Central and

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South America and some from the Caribbean and how took the very

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difficult option to escape by migrating to the United States.

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And many of them many years ago -- in coming to the United States without a

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formal Visa or permission that put them in a lot of danger.

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So as VIDA trying to get them the immigration status that would allow

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them to access services, many of them are in situations of now that they

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need assistance because of the -- trauma -- not only emotional trauma,

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but physical trauma throughout the years has affected them, they need

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access to healthcare, which they can't access without immigration status

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easily. For us, it's been an ongoing learning

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from them on their needs and being flexible to provide the assistance

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that they need. Also, because VIDA specializes in

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domestic violence, sexual violence, and human trafficking, we need to expand

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and collaborate with other legal services that may go beyond for them,

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like name changing and other, you know, family law, criminal law defense.

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Many of them have records -- they have resorted to working the sex

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industry to survive and now they are older and they cannot do that anymore.

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And then they have their criminal

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records that need to be cleaned. Many of them are victims of human

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trafficking. In essence, it's to link the

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organization to an organization that is trusted by the community, that they

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have ongoing programs. Be there, be present, accompany them

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in their actions for advocacy. I go back to listen and learn.

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Thank you. >> KIRICKA: Thank you so much for that

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information, Maria. We're going to go to the next slide.

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And there are a couple of questions also in the Q+A for you as well.

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So I have the pleasure of also introducing Hedian, who is going to

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provide information about specifically the communities she serves as well.

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>> DR. UTARTI: Hello. Can you --

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>> KIRICKA: We can hear you and see you.

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>> Asian Women's Shelter is a 34-year-old organization.

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Next slide. >> HEDIANA: Right now we have 40-plus

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language access. The reason we're doing this is because

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when survivor come to us -- a lot of people think once they have legal help

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-- legal help and help in translation and interpretation for legal services,

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everything will be OK. However, if you really think about it,

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you know, survivors need support -- language support in everything.

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Not only in the court, but in seeking counseling, school for the children,

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etc. Collaboration that is connected with

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language access -- next slide, please.

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So of course a lot of what we're doing is very, very similar with other

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organizations. This is just a quick picture of about

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34 years of collaboration. We are working with, you know, medical

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and mental health providers, with government agencies, and other

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organizations. If you look at the other organizations

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like top left, center, El/LA -- the reason they are doing that, a lot of

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times human trafficking survivors call, they ask for housing.

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They ask where can we go so that I have a roof over my head.

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What we do is we provide training to other shelters --

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organization -- because survivors often connect with them seeking for housing.

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And when -- you talk more with the

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survivor, with the caller, then you might see there is something going on,

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as a lot of our friends here have mentioned, you know, survivors

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sometimes do not see themselves as a victim of human trafficking.

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They just need to go somewhere. We work closely with hospitals.

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The hospital community basically -- etc., etc. Part of this is to work

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with them to do more screening about human trafficking as well.

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As you all know, again, like I said, a lot of survivors don't really identify

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themselves as. In my experience, survivor will call

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and ask can I get a shelter, can I get a home.

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When I ask more -- this person is actually working in the restaurant and

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sleeping in the restaurant. When she refused to have sex with the

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owner, she was kicked out. So she's losing housing as well as

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work. Very important here, bottom left --

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lower left is working with the community organization or community

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groups. In the middle that's -- group, Thai

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community, also Mexican consulate work closely with us.

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The reason why we're doing this is because a lot of times, domestic

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violence survivors of human trafficking probably tell their friends and their

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religious leaders about that, then calling us because why would they

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call. There's a lot of fear of deportation,

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of government agencies, and there's a lot of distrust also, you know, to

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organizations. They need to know who we are first.

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So the 24 -- the 40-plus languages that we have, interpreters and everybody,

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they actually are eyes and ears in the community.

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They do education in the community to let them know it is OK to call Asian

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Women's Shelter. It is OK to speak with us in

01:26:20.000 --> 01:26:21.000

confidentiality because we are not going to share your information with

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other folks. Next slide, please.

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So these are like little things that we do, little things, but also big thing.

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Language access, work with other

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organizations, just like all of you guys work with them, do a lot of

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cross-training, get to know one another, build trust, and then make we

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can do education together on social media, on the radio, on TV shows, all

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kinds of stuff. And if we go to the top one, it's very

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important to talk about the scope of work.

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Usually we talk about, OK, we have a grant together, you do this part and

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we do this part and how do we act together so that the project is

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successful. Having a great scope of work is

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helpful. Sometimes when we work with another

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shelter, we say that shelter does not want to case management, for instance,

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so what I have done is I do all the case management, but they will take

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care of the survivor in the shelter. The last thing that I want to say is

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about confidentiality and safety. In the small communities, like in the

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LGBT communities and people with disability communities and also with

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refugee communities, a lot of time people know each other.

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Sometimes the traffickers are also connected with people in the

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communities as well. So when we are doing safety planning,

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let's make sure what is -- ask them first, what does safety look like,

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because we don't want to go in a situation where I have a couple of

01:28:27.000 --> 01:28:28.000

times, the interpreter for the court for my client is the the friend of the

01:28:28.000 --> 01:28:32.000

abuser. That happens often.

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One more time. Confidentiality and safety is very

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important and language access is also important.

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Again, just like what others have said, ask our survivors what do they need.

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Do they need interpreter? Do they not need interpreter?

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Also, continue learning. Just because our shelter has a big

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door, ADA door, and you have elevator does not mean we have to stop learning

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about the best practices to work with people with disabilities.

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I think I'm going to stop here so that we have two minutes to answer

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questions. Thank you.

01:29:23.000 --> 01:29:27.000

>> KIRICKA: Thank you, Hedian, for such great information.

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I think there are already some questions in the chat already for you

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as well. But I do want to just really quickly

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highlight, if you have any recommendations for service providers

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about collaborating specifically about how nonculturally specific

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organizations can ensure language access is inclusive with diverse

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groups. I know it's different depending on the

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communities, but also there's diversity within those communities.

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>> HEDIANA: There's assumption, Asian people, it's just the same people.

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Well, that's not true. I think so far, you know, one would

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think -- just like the previous speaker said, get to know the community you

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want to work with and ask them what is safety for them.

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You know, maybe ask them if they have interpreters that they can work with.

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You know, the not so great thing that

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happened to us is that some -- some organizations use us as interpretation

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services. That's not the case.

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If you would like to work with an organization like us, maybe we can

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work together and maybe train some of your people so that they can be part

01:30:52.000 --> 01:30:58.000

of the interpreter pot, sort of, you know.

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So we can recruit people together, we can train them, then we can bring them

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back, you know, to work with their communities.

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So working with community groups, build trust is still the key.

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>> KIRICKA: Thank you so much. That's so important.

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I know we're out of time. But I'm going to turn it over to

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Monica. I know she wants to make sure people

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are doing evaluations as well. >> MONICA: Yes, thank you so much,

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Hediana and everyone that participated in this roundtable.

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We wanted to -- we have limited time, but we wanted to include several

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voices and all of your voices are very important, work with your different

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communities. So thank you to Nikki, Isaira, Maria

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Jose, Hediana, Martina, and Kiricka for facilitating and also for the

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interpreters, ASL, Spanish interpreters and captioners and everyone that

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participated. We will follow up with the resources,

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the PowerPoint and recording. Please take a few minutes to provide

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your feedback and also request a certificate of participation if

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necessary and also any questions. You can submit those questions and

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request for resources through that -- through the evaluation form or please

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outreach to us, send us an e-mail. We're also happy to organize technical

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assistance, a meeting with one of the presenters for your organization, or

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support you with resources. And thank you.

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Thank you so much and have a great rest of the day and rest of the week.

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Best wishes. We're not going to -- we can stop the

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recording, but we can still have the room open.