JENN: I am starting the webinar now.

MONICA: Good morning. Good afternoon, everyone.

This is Monica Arenas from Futures Without Violence.

Thank you for participating in today's webinar and roundtable on collaborating with culturally specific community-based programs to support survivors of human trafficking, domestic violence, and sexual assault.

We will start with a few accessibility instructions. We can go to the next slide, please.

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

>> Thank you, Monica.

My name is Sandra and I'm here with my co-interpreter. We're going to start by giving you instructions to access language interpretation on Zoom.

>> We would like to begin by
acknowledging all the languages represented by everyone here today and
we will be interpreting from English into Spanish and also for American
Sign Language. >> INTERPRETER: Includes commitment to
make sure everyone can participate in the conversation in a more equitable
manner by being able to speak in their language of preference.

[Interpreting in Spanish] >> INTERPRETER: We will be using the
Zoom interpreting function. If you are using a computer, in a few
moments you will find a globe icon at the bottom of your screen.
To select your language, press the globe and choose your language
channel. If you're bilingual, we ask you to
also choose a language channel. [Interpreting in Spanish]
>> INTERPRETER: Do not allow you to access these features of
interpretation in Zoom because you require the app, so you will need to
log in through a computer or a mobile device.

[Interpreting in Spanish] >> INTERPRETER: If you're on a tablet
or telephone, in a few moments tap lightly on your screen and select the three-dot menu with the word more that will appear on your screen.

You will see a menu pop up where you can select the language interpretation option. In it you can choose the English channel and finally tap on the word "done" to activate the interpretation.

>> INTERPRETER: With a few -- a few reminders, when you're working with remote interpreting, please mute your microphone when you are not speaking and when you are speaking, speak loud and clear so that we can hear you properly.

>> INTERPRETER: We ask you to speak at a moderate pace and take a breath after each sentence so that we can interpret everything you are saying.

>> OK, we're ready to go. >> Interpretation is being turned on.
"Sandra and Anabelle, we can't hear you.

00:10:11.000 --> 00:10:12.000
>> We can't hear anybody speaking.

00:10:12.000 --> 00:10:19.000
>>   >> MONICA: This is Monica.
00:10:19.000 --> 00:10:26.000
I lost Internet. I'm not sure if the others had
00:10:26.000 --> 00:10:30.000
problems too. >> Everyone should go to the little
00:10:30.000 --> 00:10:35.000
icon on the -- interpretation icon on the bottom,
00:10:35.000 --> 00:10:42.000
English or Spanish. If you don't select a language
00:10:42.000 --> 00:10:47.000
[Inaudible] >> Jenn, we couldn't hear anybody
00:10:47.000 --> 00:10:54.000
speaking. We were on -- I guess Monica had
00:10:54.000 --> 00:10:57.000
Internet issues, but we couldn't hear anybody.
00:10:57.000 --> 00:11:10.000
>> JENN: Is it working now? >> I can hear you.
00:11:10.000 --> 00:11:14.000
Why don't we get started and let's see what happens if --
00:11:14.000 --> 00:11:15.000
>> MONICA: OK. Then we will start.
00:11:15.000 --> 00:11:23.000
Thank you for your patience. Apologies for that.
00:11:23.000 --> 00:11:28.000
We will continue with introduction of the faculty.
Thank you for joining today’s webinar.

And we have Martina Moore from the divisions of services of deaf and Hard of Hearing, Nikki Locklear from the Commission of Indian Affairs in North Carolina. Isaira Hernandez.

Maria Jose Fletcher from VIDA Legal Assistance.

And Hediana Utarti from the women's shelter.

We have Kiricka Yarbough Smith. She's a program director of the North Carolina Department of Administration, North Carolina of woman and youth involvement. In the next slide we have the learning objectives for this roundtable. First -- identify strategies for collaboration among service providers among culturally specific programs to support survivors of -- engage culturally specific organizations in your -- engage with organizations in your community to work on anti-human trafficking efforts. And also because domestic violence and sexual assault and human trafficking are so prevalent, we assume that there
are survivors among us. Please be aware of reactions and take care of yourself. So now we will -- I'll turn it over to Kiricka, who will start us with an overview of the intersections of human trafficking and -- next slide. 

>> KIRICKA: Thank you, Monica.

Welcome, everyone. I’m going to kind of just talking a little bit about intersectionalities and vulnerabilities.

One thing kind of before we jump into more culturally specific services, we really wanted to make sure that everyone kind of is on the same page.

With that, one of the things we want to look at, we think this chart is helpful when we're thinking about intersections and the fact that it's so important to collaborate when we're looking at human trafficking because as we're looking at this, a survivor is usually experiencing or has needs in all of the categories that are listed or some of the categories that are listed from systems of oppression to
even looking at intimate partner violence, low literacy.

So we know a lot of times within domestic violence and sexual assault we think about, you know, all the issues that come about when people are being exploited, but it really is a power and control and exploitation of people when we are thinking about human trafficking.

So we really want to kind of look at the root cause of trafficking and a part of that is connecting to some groups working in the local communities with the people that we're trying to serve, specifically for trafficking, but they have already been supporting them in other ways.

We're going to talk more about that. Really looking at some of the intersections with other forms of abuse, layers of trauma that trafficking survivors may face. One of the biggest things is looking at that macrolevel of trauma and how it may present in different populations, different cultures and how do you work with different groups to ensure that you are making -- you're ensuring your services are accessible as possible to
all survivors. We know that trafficking is really
rooted in the interconnected systems of oppression, whether it's racism,
sexism, homophobia. One of the things we're going to
highlight today is a few specific populations.

We have really wonderful presenters with us today.

But just knowing that these are just a list.

We kind of wanted to give you a highlight of some of the diversity
that we see when we are talking about underserved and marginalized
populations. It can be youth, LGBTQ AI +, thinking
about individuals who have disabilities, maybe people
experiencing mental illness or have substance abuse disorders.

We think about special populations such as males or American Indian/Alaska
Native survivor communities. People who are deaf, Hard of Hearing
and blind communities. We're not going to cover all of the
specific communities today, but we want to talk about certain communities that
we currently are working with and just giving you some ideas about how to
kind of connect and some of the needs that different communities may have.
Next slide. Before I introduce our first speakers,
the first thing I kind of wanted to make sure we all get on the same page
about, when we are looking at collaborating with culturally specific
to create some steps to kind of developing those
relationships and specifically when we are trying to collaborate around
trafficking issues with culturally specific groups.
So one big thing is not making assumption that you know who's in your
community and who's working with different individuals.
You actually have to do your research.
So that's a really big thing to do is really try to figure out and connect
to those groups that are really doing this work in the community.
Once you kind of identify who those agencies are, you want to reach out to
them, introduce yourself, your organization and really talk about

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

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

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

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

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

working with culturally specific populations to also provide you with

training and your organizations with training about working with the

population they serve or how to be culturally inclusive.

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

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

relationships with culturally specific agencies.

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

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

One thing we talk about on our community advocates committee for the
Department of Administration's council for women and youth involvement

Office, human trafficking team, is that when individuals are looking for support for trafficking, a lot of times they are going to go to the agencies that they are used to working with, whether it's for homelessness or whether it's because they need specific resources.

They are going to go to those culturally specific groups that help them with everything else. They may not come to you.

But if you can connect with them, provide them the training on what human trafficking is and how to connect, but also then allow them to provide you with training, it's going to make a huge difference in the wrap-around services and care that we provide for survivors.

Next slide. So I'm happy to introduce our first presenter, Martina Moore-Reid. We have had a chance to work together quite a few times really looking at how to address, you know, accessibility, really providing services to survivors who may also be deaf, hard of hearing.
or may also be DeafBlind or blind. Martina has been a wonderful resource for us with our agency. I'm thrilled to be able to introduce her and let her talk to you about the community that she serves.

Once Martina presents, Nikki Locklear will present. I'll introduce her as well. But then we'll have a chance to ask questions as well. So, Martina, I'm going to hand it over to you.  

Hi.

Thank you. Good afternoon.

Thank you for having me here. My name is Martina Moore-Reid. And I'm the community accessibility specialist and I work for the Division of Services for the deaf and Hard of Hearing with the Department of Health and human services. We have general regional services that cover all counties in our state. Our focus is advocacy, consultation, education, referral, and equipment distribution.
Next slide, please. On this slide I wanted to really

highlight something extremely important to be aware of.

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

about one and a half -- times more frequently than those without hearing difficulties. Unfortunately, hard data is not

available. We don't have statistics of the number

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

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

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

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

trafficking. Next slide.

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

to accommodations. The majority of the Deaf population

does often experience barriers and lack of accommodations.

A lot of Deaf people are not aware of the types of accommodations available
to them. Some of them do not know how to be
self-advocates and advocate for what they need.

They do not know where to find support and resources.

They may not have the personal technology or their own equipment to
allow them to communicate. Many providers or entities also create
barriers. For those providers and agencies or
entities, they do not know that they have a legal obligation to provide
accommodations. And even if they are aware or they are
asked, they do not provide those accommodations even when they are
requested. Most of that stems from not
understanding the type of accommodations to provide.

If they do provide accommodations, they often do not provide appropriate
accommodations that suit the needs of the person they are serving.

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

And one thing on this list I want to emphasize for the group is those who
grow up with a hearing loss pretty well know their community need, they know socialization, what works for them, but if something happens when they have experienced abuse, they are in a sense of shock and have a really difficult time expressing what they need. They may be afraid to access shelters or some of these other places because they are afraid they won't get those resources and support. So it creates a sense of isolation and withdrawal. And that is one of the biggest barriers that we see. So we as a division make it our mission to educate the public about some of these challenges and concerns the community is facing. Usually once someone experiences a domestic violence incident or sexual assault, a law enforcement officer will help get them to the appropriate location. We are also available if you know someone who is Deaf, Hard of Hearing or DeafBlind in a situation like this, please reach out to an agency like us.
I’m not entirely sure if it is on my next slide, so we can go on to the next slide, that would be great.

Here we go. Something really important to understand about the victim or survivor who is Deaf, Hard of Hearing, or DeafBlind is they don't understand their care plan.

They are not aware of schedules that they are supposed to check in with future meetings or appointments, maybe go for tests, follow-up appointments.

And some of the other things on this list really do tie to communication access.

They are not able to give true consent.

That's why it's crucial when a person comes to you who has a hearing loss, that you are aware of all the auxiliary aids and services that can be provided to each individual so that each individual is fully included in their own care. Auxiliary aids could be a sign language interpreter, a Deaf interpreter.
If you’re doing a webinar training for these individuals, incorporate the use of captioning. Using written materials can be supporting. Using amplified devices for those who can still have some hearing -- I have one I actually use myself because I am hard of hearing and sometimes I like to hear who is speaking. It helps me follow along. And people assume I’m deaf. Sometimes they don’t know if I’m hard of hearing or deaf at all. I identify how I do and I, for the most part, do identify as both Hard of Hearing and Deaf. So don’t make assumptions. That’s another thing I want you all to take away from this. Do not make those assumptions. It’s important to ask the victim or the person you’re talking to what works for them, how they would like to be communicated with. If you’re in a noisy environment, be sure that you move to a quiet space free from a lot of distractions and background noise, if at all possible, depending on where you are.
If the person is Hard of Hearing, they cannot focus.

They are in a state of shock, so they are not able to focus on what's happening. We need to make sure that we are working with them one on one. It's also important that we speak slowly in a manner that is easy to understand.

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

And it's also important if a person doesn't understand, be patient and repeat or rephrase what you have just said.

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

This list that I have, I have touched on a majority of these. But, again, the victim and survivor is often left out of vital communication.

And that leads to the companion knowing more than the victim or survivor about their own situation. So it is really important to, again,
understand what auxiliary aids and services are.

00:29:08.000 --> 00:29:13.000
You can learn that by asking the person what works for you, how would you

00:29:13.000 --> 00:29:17.000
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

00:29:22.000 --> 00:29:37.000
like ours to help you. Next slide, please.

00:29:37.000 --> 00:29:43.000
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

00:29:57.000 --> 00:30:01.000
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.
We also have clear masks on this list because in the days of the pandemic, we have to remember to wear our personal protective equipment, but facial expressions are vital and they are a big part of communicating effectively with someone who is Deaf and Hard of Hearing. It helps those relying on lip reading to see the face and lips of the person who is speaking. So we can still be safe, but use the clear mask. Again on the list, the personal amplifier that I have, most of them come with a cord. This is very helpful in a meeting space if you're in a room with several people. Sometimes the person may not know sign language, sometimes they do. It depends on where they grow up. Their first language right be English. They may not have learned sign language until much later. As a lot of times hearing loss comes with aging. They may also have some sort of hearing loss mixed with vision loss or some
sort of a combination of deafness and blindness.

But most of our late deafened population does come from the older elderly population. Some things that help them are captions and personal amplifiers. But this slide should help give you some sort of a guide to, first of all, remind you that one size does not fit all, but also give tips for how you can work with these individuals.

We don't have a lot of time to get into it, but each group does have cultural differences as well. So those kind of tying back to Kiricka’s introduction of intersectionalities is very important to keep in mind. Next slide, please.

My interpreter prompted me because she's behind me a little bit, which means the Spanish interpreters are even further behind.

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

One of the most important things I think, and something we often hear and
see, are misnomers for a person's identity.

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These are unhelpful terms and often are insensitive.

00:33:02.000 --> 00:33:06.000
We see the interpreter on the screen -- Spanish interpreter's face is on the

00:33:06.000 --> 00:33:07.000
screen. I don't know if she needs to come up

00:33:07.000 --> 00:33:11.000
and say anything? You're just there?

00:33:11.000 --> 00:33:12.000
OK. Sorry.

00:33:12.000 --> 00:33:21.000
Just want to make sure that I was accessible to everyone.

00:33:21.000 --> 00:33:25.000
Just want to say again these phrases are not helpful.

00:33:25.000 --> 00:33:29.000
Hearing impaired is one we hear often.

00:33:29.000 --> 00:33:31.000
Deaf-mute. Deaf-mute, we hear that typically in

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

00:33:36.000 --> 00:33:42.000
it's just a habit, this is what I have always known.

00:33:42.000 --> 00:33:48.000
And we try to educate people that deaf and dumb, deaf-mute are not words we

00:33:48.000 --> 00:33:53.000
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.
You can say -- if you say, can you lip read -- most of the time they will say no. At that time they will say, I am deaf, I need an interpreter, I'm hard of hearing, can you speak on this side, or I'm DeafBlind. There are characteristics associated with each group. But one thing I did want to mention with this slide is that the word "disability" also doesn't really float around much in our community. I'm Deaf and Hard of Hearing, but I'm not disabled. I'm able to function just like everyone else. I just communicate differently. I have different abilities. I have to have qualified interpreters. I have to have certain auxiliary aids and supports to get me through my day. And, again, the auxiliary aids I mentioned have to be the most appropriate ones to meet my needs. And I think once you ask the person, you'll be put back on track and you'll know exactly how to approach them, how
to address them. If you have any -- even in documents these days you will still at a federal level they still use a lot of these words in their documents and written material.

And, as a Deaf person or a Hard of Hearing person, I do see a lot of things coming up in the chat -- several questions and comments.

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

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

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

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

Whether you’re a business, an agency, an entity, whatever you need, whatever support you need, we are here for you.

We are here to provide specialized knowledge. We have the staff available to help you effectively communicate. We are available for that.
capacity-building. That is one of our goals as an agency.

We are happy to work intensively with human trafficking staff, as well as victims of human trafficking who have hearing loss. And how can you help?

You can help by just opening the door to us, welcoming us in to collaborate with you. Develop strategic approaches for systems change. Provide communications accessible meetings and expect that services offered statewide will also be communication accessible. And one of our facilitators, I believe, will be sharing the PowerPoint after this presentation.

But one thing I wanted to make sure that you all remember is that asking is simple enough. Ask the person what works best for them. They will tell you. It's not offensive. It's actually welcomed.

And if you are a state agency or an agency that receives specific funding,
you're required to provide it anyway. So, in order to make your services quality and at least accessed by the public, dividing -- qualified interpreters or pocket talker devices would be the best accommodation for best population. Again, if you have any questions and any other support you would need, you can always reach out to us.

Thank you so much. Next slide.

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

One thing is clear -- better access, more accommodations are needed to help prevent trafficking and support victims and survivors.

It's also important to collaborate between local, state, and federal level agencies working with Deaf and Hard of Hearing and DeafBlind individuals who experience abuse and human trafficking organizations.

It is critical to what we do. We don't want to leave the victims without and not provide them with the help they need.

They need to have -- we need to place equality as our focus and make sure
they are included in all aspects of our society.

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

I'm so hopeful that everyone learned from this.

It is very important. 10 minutes was hard to squeeze in all of that information. But we are here to help and you can feel free to reach out to me after the webinar if you would like some more intense training. >> KIRICKA: Thank you, Martina.

As always, wonderful presentation. I think there's so much and so many questions people have asked in chat. So just remember -- please remember to put your questions in the Q+A section.

With such a large group, it's really hard for us to kind of monitor it in the chat. But then the presenters can kind of go in and type responses or I can ask them as we're doing our question and answer. So if it's OK with you, Martina, I'm
going to highlight one question that I see in the chat.

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

I know someone said that you mentioned agencies having a communications tool kit. So what is that and are there any specific websites or apps that they can use?

>> MARTINA: This is Martina. Sure.

A communication tool can comprise of a variety of assistance.

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

But -- aren't being used very often. We don't have enough time to do a demonstration. Hand-held devices like this, the pocket talker, is a good option. You can purchase it relatively cheap.

If you reach out to video Relay Service, sometimes they have tablets and devices available for on-site communication. You can request sign language interpreters, have a list of where to find those interpreters in your area.
Because it depends.

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

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

If you live in a rural area and you are already in an underserved community, those resources are difficult to find. So having those available to you when you have something happen is the best.

Be prepared for something that can happen.

So things like that can basically build your communication kit.

I'm happy to work with someone and help come up with a tailored or customized list that would work for you. I can tell you that when a person is DeafBlind, you will automatically need some sort of interpreting and also need some sort of Braille to help someone who also has vision loss who can read and understand Braille. So, again, going back to the slide of the one size fits all, remember that there are a variety of communication tools out there. And I'm happy to show you and give you
examples of times when one person presents one level of hearing loss,
what accommodation may work for them, may have some other staff a little bit
later on in planning and presenting to support you all too.
We have a number of staff and specialists here that work primarily
with the community. I work in general with venues and we
have Deaf, Hard of Hearing, DeafBlind, interpreting specialists across the
agency that does support and work with those groups who would partner with me
to provide that training. Did you ask a second question?
>> KIRICKA: No. That was good.
Thank you so much, Martina. I think there are a lot of questions
in Q+A. So if you see anything that you want
to address now or if we need to look at those later, that would be amazing.
Just kind of doing it in writing. I'm going to hop over to Nikki
Locklear with Commission of Indian Affairs.
I’m pleased to also introduce Nikki Locklear.

Nikki and I have worked together quite a bit on several projects, including we have a project right now on working with victims of human trafficking in Native communities. So Martina and Nikki inform a lot of our work when we’re doing trafficking work, the county for women youth office. Nikki and I are in the same department, just different offices. I’m going to turn it over to Nikki because she has very valuable information I want you to share. >> NIKKI: Thanks, Kiricka. Appreciate that.

So my name is Nikki Locklear. I work for Commission of Indian Affairs. We have a domestic violence, sexual assault, human trafficking program where we have domestic violence advocates out placed in the rural tribal communities to provide direct services to victims. In North Carolina we have eight state recognized drives and four urban organizations and one federally
recognized tribe with the tribe having partial --

Our challenges are a little bit different from other states because of the majority of tribes in our state are state recognized tribes. Next slide.

If you have never worked with a culturally specific population or community, the first thing that we want to do is make sure that we do our research on that community before we start asking any questions, before we start to try to collaborate, we want to do our research.

We want to learn about their backgrounds.

We want to learn where they came from.

Essentially we really want to know what happened.

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

You have go back and look at our history.

It's quite simple. American Indian history what happened -- that is historical trauma. Next slide.
When we talk about vulnerabilities to human trafficking for culturally specific populations and specifically for American Indian populations, we want to remember that, you know, we have histories of trauma, abuse, and sexual/domestic violence. Rates are high because of that.

Like I said, you know, one of our huge vulnerabilities is historical trauma. So I think everyone by now has heard of MMIW, which is missing And Murdered Indigenous Women.

It's really caught fire especially over the last few years. And a lot of people are talking about it right now, especially a lot of non-Native people. So a lot of people have heard of that movement. But, you know, Native Americans and Native women know that MMIW has been a crisis since 1942 when Christopher Columbus got lost at sea and washed up on our shores and thought it was a good idea to rape and kill Native women and kidnap them and then wrote about
it in his journal entries. To be honest, the violence against

American Indian women has not stopped since then.

So you think about it, you really have a history of genocide where the U.S. and the U.S. Army specifically targeted Native women and Natives as a --

to take out tribal nations. An example is the massacre -- if you have never heard of it, I suggest reading up on that and what happened there. So you've got this history of what the

United States have done to American Indian and American Indian women and then you add all of the legal complications, which doesn't help

because you've had the U.S. Supreme Court telling tribes, well, you know what, you don't have the jurisdiction to prosecute non-Natives anymore.

So that was taken away. So then violent crimes of course went up on reservations on tribal lands. But the majority of the crimes were committed by non-Natives. So it's not a surprise today that we have a culture that promotes and accepts violence against Native women
or Indians, period. We've got historical celebration and acceptance of violence against Indian country and from the legal aspect it perpetuates it. And then we've got racism and prejudice at not just local levels, but state and federal levels, you know, on top of that. So when we think about barriers to identifying Native survivors of human trafficking, you know, we absolutely -- some of the things we just talked about, we can kind of see why there are some barriers identifying Native survivors.

I have advocates that work, like I said, in Tribal communities and although we are the Commission of Indian Affairs, we still are having problems with victims coming forward and identification. We're still really having to do a lot of outreach to be able to identify victims. Advocates see that victims all the that really have no idea that they are being trafficked and explaining to them, it's like then they understand what trafficking is.
Most of the time they really don't self-identify.

They are not necessarily willing to provide information about their attacker, of course. Some of them have formed trauma bonds to their trackers -- traffickers.

A lot of them feel shame or embarrassment for family and the community and American Indian communities, they are really tight-knit communities. Things that go on in those communities and families stay in the communities and stay in the families.

So people really do not talk about things like this.

It's really taboo. And then you've also got probably one of the main issues that we see is just the distrust of governmental institutions and systems, which goes back to historical trauma.

I really could talk about this for hours, but we only have a few slides here. But historical trauma -- I can't
reiterate how much that is woven into barriers when it comes to us being
able to provide services for human trafficking, domestic violence, and
sexual assault victims in Tribal communities.

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

Not so much in North Carolina because of the fact that we have eight state
recognized tribes. So the state recognized tribes, they
do not usually have a certain jurisdiction.

So we don't have as many issues here in North Carolina with that, but there
are, you know, issues everywhere else.

Next slide. So this is my favorite part to talk
about, is where you all can start and where does everyone start, you know.

First of all, you've taken a first step in being part of this conversation
today and listening. I really appreciate every one of you
all here and taking time out to learn this stuff because some of this stuff
is hard stuff to listen to. But I appreciate that you are
listening here with open minds. So, you know, where do we start?

If you live in a Tribal community and you're not American Indian, some people feel they have no clue where to begin.

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

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

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

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

So figuring out where to start really begins with, like I said, listening here and then learning about these tribes learning about the historical trauma and things they have been through. Those are really first steps in educating yourself. Next.

So ways that you can help. Some of the first things that you can do -- because in Indian country, what is most important is building relationships. Building relationships is number 1.
You know, as I said, American Indians, we are people, like I said, who are very private. Any issues, we keep in the family, we keep within our Tribal communities. We are very distrustful and do not trust Tribal -- governmental organizations and systems.

So the way to kind of overcome that is to build relationships. And it takes a lot of relationship-building to be able to get Tribal entities to trust. As you know, there's big reasons why Tribal communities do not trust governmental entities.

But some ways that you can -- easy things that you can do is voting. I think that's probably one of the easiest things that you can do, is vote. You have to think about who is it that you are voting for.

You know, when you vote in your county, when you vote for your sheriff, is that someone who arrests or goes after people who murder Native women?
Is your D.A. someone that prosecutes people who murder Native women and human traffickers. You want to vote for elected officials that take things that matter to you and your community seriously.

Contacting tribes -- if you're not sure if there's a Tribal community around you, there are easy ways to look that up online and see if there's an agency or Tribe around you. Find out from them what it is that they need. You don't want to just assume what another, you know, population needs. We want to ask them.

Find out -- find out what it is that they have going on. Find out the needs that they have in their community. Find out the issues that they have in their community and ask them questions about how you can help. You know, attend their Tribal meetings and really, you know, do the dirty work.

Don't just send e-mails and things like that. That does not work in these communities.
You really have to kind of show up. And they have to see that you are trying to be part of this community and you're really trying to find out how you can help them, because sending an e-mail or making a phone call -- there has -- you have to do more than that in communities like this when they are very distrustful communities.

Partnering, like I said, with your local Tribes and holding informational presentations during their Tribal meetings.

Establishing, participating in Tribal agency collaboratives.

You want to collaborate with them. Invite Tribal representatives to join your task force, things like that. That's really how you get these people at the table and you find out what they need and how to collaborate with them.

Next.

And this is just more ways to help continued -- you can establish protocols for the American Indian population around you.

Safety protocols for Native victims of domestic violence and human
trafficking and sexual assault. If you don't know where to begin with that, then you reach out to the Tribe and you reach out to possibly Tribal advocates and you collaborate to be able to establish these protocols.

You don't just kind of want to go off of what you may think, but you definitely want to have, you know, American Indians at the table when you're doing things like this. Collect Tribal-specific data and share this information that you collect with the Tribes.

Provide letters of support, memos of understanding to Tribes and Tribal programs that are applying for grants.

You know, Tribal entities especially here in North Carolina, like I said, we have just state-recognized Tribes. These state-recognized Tribes really do not have the capacity to apply for grants.

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

So, you know, helping them out and being able to provide these letters of
support when they are trying to apply for grants, things like that can go a

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

contacting your local Commission of Indian Affairs.

Ours is the Commission of Indian Affairs under the Department of

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

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

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

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

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

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

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

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

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

I appreciate the work that you do, Nikki.

I think we should have made this a three-hour webinar because it's just
amazing. But there are some questions in the Q+A for you, if you want to take a look at those as well.

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

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

She is a promotora community work with Community Solutions.

She works with the Triqui community in San Benito County.

She's done this for about five years and educating folks about human trafficking and domestic violence. So on the next page we will --

next slide. We have information regarding what's brought the Triqui community to the U.S.

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

There are a lot of barriers to find help.

Mistrust, language, cultural norms, lack of awareness.

So Isaira is going to share with us -- I have learned a lot about her personal story and her leadership in the community.
Thank you so much. You've been working with the community for more than five years. How do you help people and how have you gained their trust?

To obtain their trust, well, first my name is Isaira. I work with Community Solutions. I have done that for five years. And the service that I offer --

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

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

I do my presentation in Spanish and in Triqui.

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

I give them information about our agency, what it's about, what it means to be able to help them. I distribute my flyers with any number on it. When I speak with parents, we --

you know, we do meetings after that through Zoom.
And if they don’t feel comfortable speaking to me about how they are treated or anything like that, they might reach out to me by phone.

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

And they will call those numbers or the offices and they will also look to me when they don’t speak Spanish and they need assistance in Triqui.

So the people that offer services for the Indigenous community around the country, migrant communities, what recommendations can you offer to better be able to help those who have experienced violence?

Recommendations -- I always tell them to reach out to the closest agency, such as mine, Community Solutions that offers services related to domestic violence. And distribute those flyers related to sexual assault, human trafficking, domestic violence.

We’ve been trained to work on these issues and -- for example, my agency has crisis hot lines available. Separately we’re working on a health program and I offer services in Triqui.
So we offer -- we're able to offer health services to Indigenous women that don't have health insurance, such as Pap smears, mammograms, and well woman checkups. We let them know we don't discriminate, whether you're Black, you're White -- we don't discriminate by race. And through the health department we go door to door asking people, are you vaccinated, are you unvaccinated. We set up appointments and we refer them to services. For example, further out in Gilroy, Mountain View, San Jose. We have met some really great people. And a lot of people who also don't want to look at us and tell us, you know, ugly things. But we still try to help the community. Thank you so much. It's hard work. I know that you have a great collaboration with some of the other health partners. What can you tell us about that? >> I love helping people. We've been trained to offer service
and to collaborate and offer information to the community.

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

You know, keep confidentiality. It doesn't matter what language you speak. There are a lot of people that speak different languages. If they need to go to a clinic,

whether it's psychology, medical, whatever it is they need, we can refer them to those services. When I tell people to -- to win over people, you have to treat them how you want to be treated, right?

I always tell them my work is confidential.

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

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

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

>> That's great. Thank you so much for your great work with the community. And we will invite you to -- in the
future to share more. > Thank you.

01:07:53.000 --> 01:07:57.000
>> Now we're going to go with Maria Jose Fletcher.

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She also works with the immigrant community offering direct services.

01:08:02.000 --> 01:08:12.000
And she will talk to us about her work with the community.

01:08:12.000 --> 01:08:15.000
Thank you. >> MARIA: Do I go ahead, Kiricka?

01:08:15.000 --> 01:08:21.000
>> KIRICKA: Yes. >> MARIA: Good day to everyone.

01:08:21.000 --> 01:08:24.000
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
collaboration with domestic violence and sexual violence providers.

At the time, the late '90s and early 2000s there were not enough programs with enough funding to help immigrant survivors of human trafficking.

This has been a long 20 years progressing into what now the nation has. And even though we think that we have a lot of agencies providing assistance when we have someone with limited English proficiency, when we have someone like from the Triqui community, it's very to find interpreters.

Interpreters for everything that we need at the time to provide assistance to the survivors. So the struggle continues.

For us, collaboration, cooperation is critical.

We learn about the agencies in our community that can provide something to the community that we serve. Perhaps Florida, like California and New York and other states, we might think that they are better situated to provide this assistance. And sometimes it's true.
That facilitates the work we do. We provide free legal assistance in the area of immigration. As listed in the slide, we provide access to T-Visa, U Visa -- some of the programs that we have in our agencies -- not a lot of agency -- but I think we have a lot of power because of the collaborations.

And so one of the agencies that we work very closely is called, as in the south of our county, Miami-Dade. It's very interesting because that area, South Dade, it's quasi urban and rural.

The challenges of the language access and also as Isaira was explaining, how we develop the trust with these communities.

It has taken many, many, many years. What we really -- I think what we're proud of is that the partners in these collaboratives have remained consistent. For many years we are the same organizations sitting at the table. We're open to other organizations, but
there is a core group of organizations everpresent to assist.

Our services complement each other. We move away from duplicating services. We avoid competition.

When there's a grant out for us in the community to apply for funding, we come together and we look at which other organizations that are missing at the table. We bring them over, we make sure that every organization gets the funding and it's equitable funding.

Perhaps in one grant period one organization will be the leader and another grant will be another. I think everything that I'm tell you is something that you already know. But I just want to underscore the importance and -- that that relationship has for how you ultimately serve the survivor. Many of these organizations has a expertise in sexual assault, child abuse, economic empowerment for the community, health -- healthcare. So we bring education in general.

We bring everyone that could provide assistance to survivors.
Survivors of human trafficking, as you may already know, present many, many,
many needs and they are all different.

So it depends on the individual. I also share what Isaira and Nikki
were telling us about being present, about being part of the community.

If we are not by ancestry part of the community, that we are willing to
learn and listen. We go to my next slide.

I echo -- I didn't know -- I wrote this without seeing what Nikki wrote and we
share that -- listening and learning all the time.

I think that the work that we do, especially with law enforcement in the
area fighting for immigrants -- victims of human trafficking, involves a lot
of listening and learning. We listen to the limitations that the
government agencies have and we also listen to the limitations of our
sister agencies in the community. We bring to the table what we can
bring. And we're very honest about it and we
explain that, right? These are our parameters. This is what
our funding allows us to do, but we need your help.

I think I'm going to stop here and leave some room for questions at the end, or whenever Kiricka and Monica think it's appropriate.

I thank you for your participation. Also, my agency is open to provide technical assistance and training if you need that, or just phone calls and we can guide you on your needs. >> KIRICKA: Thank you so much, Maria.

We appreciate it.

I have been working with you for so long.

I think people just don't know how much you have done for this movement in general, just even with the Balance Against Women Act.

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

What could be key considerations you have for agencies who want to do more to improve access to services for those who are transgender?

>> MARIA: Thank you for that question.
I'll give you a brief history of what we have done in south Florida.

One of the organizations -- other organizations that we began partnering in 2011 is called Survivors Pathway Organization in south Florida.

They are, in addition to provider specialized counseling and support, advocacy to immigrant survivors of domestic violence and sexual violence, they also have a very strong presence in the LGBT community and more presence with the Latina transgender community.

So VIDA, through different -- with -- we formalized it through grants applications and we obtained funding throughout the years. We have gotten funding from Department of Justice and also from HHS and that allows us to learn from the community.

Survivors Pathway had educational, psychological, educational approach to working with Latina transgender that we -- women that range from adolescence to late in life, older people, which has really taught us and presented us with the reality of very serious
violence towards these individuals coming from countries in Central and South America and some from the Caribbean and how took the very difficult option to escape by migrating to the United States. And many of them many years ago -- in coming to the United States without a formal Visa or permission that put them in a lot of danger. So as VIDA trying to get them the immigration status that would allow them to access services, many of them are in situations of now that they need assistance because of the -- trauma -- not only emotional trauma, but physical trauma throughout the years has affected them, they need access to healthcare, which they can't access without immigration status. For us, it's been an ongoing learning from them on their needs and being flexible to provide the assistance that they need. Also, because VIDA specializes in domestic violence, sexual violence, and human trafficking, we need to expand and collaborate with other legal services that may go beyond for them,
like name changing and other, you know, family law, criminal law defense.

Many of them have records -- they have resorted to working the sex industry to survive and now they are older and they cannot do that anymore.

And then they have their criminal records that need to be cleaned. Many of them are victims of human trafficking. In essence, it’s to link the organization to an organization that is trusted by the community, that they have ongoing programs. Be there, be present, accompany them in their actions for advocacy. I go back to listen and learn.

Thank you. >> KIRICKA: Thank you so much for that information, Maria. We’re going to go to the next slide.

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

So I have the pleasure of also introducing Hediana, who is going to provide information about specifically the communities she serves as well.
>> DR. UTARTI: Hello. Can you --

01:21:30.000 --> 01:21:38.000
>> KIRICKA: We can hear you and see you.

01:21:38.000 --> 01:21:47.000
>> Asian Women's Shelter is a 34-year-old organization.

01:21:47.000 --> 01:22:04.000
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.

01:22:50.000 --> 01:22:55.000
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

01:23:00.000 --> 01:23:05.000
34 years of collaboration. We are working with, you know, medical
and mental health providers, with government agencies, and other organizations. If you look at the other organizations like top left, center, El/LA -- the reason they are doing that, a lot of times human trafficking survivors call, they ask for housing. They ask where can we go so that I have a roof over my head. What we do is we provide training to other shelters -- because survivors often connect with them seeking for housing. And when -- you talk more with the survivor, with the caller, then you might see there is something going on, as a lot of our friends here have mentioned, you know, survivors sometimes do not see themselves as a victim of human trafficking. They just need to go somewhere. We work closely with hospitals. The hospital community basically -- etc., etc. Part of this is to work with them to do more screening about human trafficking as well. As you all know, again, like I said, a lot of survivors don't really identify
themselves as. In my experience, survivor will call

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

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

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

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

work. Very important here, bottom left --

lower left is working with the community organization or community

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

community, also Mexican consulate work closely with us.

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

violence survivors of human trafficking probably tell their friends and their

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

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

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


organizations. They need to know who we are first.

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

you actually are eyes and ears in the community.

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

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

confidentiality because we are not going to share your information with

other folks. Next slide, please.

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

Language access, work with other

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

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

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

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

important to talk about the scope of work.

Usually we talk about, OK, we have a grant together, you do this part and
we do this part and how do we act together so that the project is successful. Having a great scope of work is helpful. Sometimes when we work with another shelter, we say that shelter does not want to case management, for instance, so what I have done is I do all the case management, but they will take care of the survivor in the shelter. The last thing that I want to say is about confidentiality and safety. In the small communities, like in the LGBT communities and people with disability communities and also with refugee communities, a lot of time people know each other. Sometimes the traffickers are also connected with people in the communities as well. So when we are doing safety planning, let’s make sure what is -- ask them first, what does safety look like, because we don’t want to go in a situation where I have a couple of times, the interpreter for the court for my client is the the friend of the abuser. That happens often.
One more time. Confidentiality and safety is very important and language access is also important.

Again, just like what others have said, ask our survivors what do they need. Do they need interpreter? Do they not need interpreter?

Also, continue learning. Just because our shelter has a big door, ADA door, and you have elevator does not mean we have to stop learning about the best practices to work with people with disabilities.

I think I'm going to stop here so that we have two minutes to answer questions. Thank you.

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

I think there are already some questions in the chat already for you as well. But I do want to just really quickly highlight, if you have any recommendations for service providers about collaborating specifically about how nonculturally specific
organizations can ensure language access is inclusive with diverse
groups. I know it's different depending on the

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

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

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

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

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

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

You know, the not so great thing that

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

services. That's not the case.

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

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

of the interpreter pot, sort of, you know.

So we can recruit people together, we can train them, then we can bring them
back, you know, to work with their communities.

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

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

I know we're out of time. But I'm going to turn it over to Monica. I know she wants to make sure people are doing evaluations as well. >> MONICA: Yes, thank you so much, Hediana and everyone that participated in this roundtable.

We wanted to -- we have limited time, but we wanted to include several voices and all of your voices are very important, work with your different communities. So thank you to Nikki, Isaira, Maria Jose, Hediana, Martina, and Kiricka for facilitating and also for the interpreters, ASL, Spanish interpreters and captioners and everyone that participated. We will follow up with the resources, the PowerPoint and recording. Please take a few minutes to provide your feedback and also request a certificate of participation if
necessary and also any questions. You can submit those questions and request for resources through that -- through the evaluation form or please outreach to us, send us an e-mail. We're also happy to organize technical assistance, a meeting with one of the presenters for your organization, or support you with resources. And thank you.

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

Best wishes. We're not going to -- we can stop the recording, but we can still have the room open.