

WEBVTT

00:00:13.000 --> 00:00:43.000

>> JENN: I am starting the webinar now.

00:01:43.000 --> 00:01:47.000

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

00:01:47.000 --> 00:01:52.000

This is Monica Arenas from Futures Without Violence.

00:01:52.000 --> 00:01:57.000

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

00:01:57.000 --> 00:02:00.000

collaborating with culturally specific community-based programs to support

00:02:00.000 --> 00:02:05.000

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

00:02:05.000 --> 00:02:09.000

We will start with a few accessibility

00:02:09.000 --> 00:02:22.000

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

00:02:22.000 --> 00:02:32.000

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

00:02:32.000 --> 00:03:02.000

instructions. >> Thank you, Monica.

00:03:12.000 --> 00:03:16.000

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

00:03:16.000 --> 00:03:21.000

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

00:03:21.000 --> 00:03:50.000

instructions to access language interpretation on Zoom.

00:03:50.000 --> 00:03:54.000

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

00:03:54.000 --> 00:03:59.000

acknowledging all the languages represented by everyone here today and

00:03:59.000 --> 00:04:20.000

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

00:04:20.000 --> 00:04:23.000

Sign Language. >> INTERPRETER: Includes commitment to

00:04:23.000 --> 00:04:25.000

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

00:04:25.000 --> 00:04:55.000

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

00:05:12.000 --> 00:05:17.000

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

00:05:17.000 --> 00:05:23.000

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

00:05:23.000 --> 00:05:30.000

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

00:05:30.000 --> 00:05:35.000

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

00:05:35.000 --> 00:05:50.000

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

00:05:50.000 --> 00:05:54.000

also choose a language channel. [Interpreting in Spanish]

00:05:54.000 --> 00:05:58.000

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

00:05:58.000 --> 00:06:01.000

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

00:06:01.000 --> 00:06:31.000

log in through a computer or a mobile device.

00:06:37.000 --> 00:06:43.000

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

00:06:43.000 --> 00:06:46.000

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

00:06:46.000 --> 00:06:51.000

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

00:06:51.000 --> 00:06:54.000

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

00:06:54.000 --> 00:06:59.000

option. In it you can choose the English

00:06:59.000 --> 00:07:16.000

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

00:07:16.000 --> 00:07:21.000

interpretation. [Interpreting in Spanish]

00:07:21.000 --> 00:07:25.000

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

00:07:25.000 --> 00:07:29.000

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

00:07:29.000 --> 00:07:47.000

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

00:07:47.000 --> 00:07:52.000

properly. [Interpreting in Spanish]

00:07:52.000 --> 00:08:05.000

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

00:08:05.000 --> 00:08:21.000

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

00:08:21.000 --> 00:08:51.000

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

00:09:21.000 --> 00:09:32.000

00:09:32.000 --> 00:10:02.000

>> 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.

00:11:28.000 --> 00:11:36.000

Thank you for joining today's webinar.

00:11:36.000 --> 00:11:41.000

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

00:11:41.000 --> 00:11:51.000

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

00:11:51.000 --> 00:11:53.000

Carolina. Isaira Hernandez.

00:11:53.000 --> 00:11:58.000

Maria Jose Fletcher from VIDA Legal Assistance.

00:11:58.000 --> 00:12:03.000

And Hedian Utarti from the women's shelter.

00:12:03.000 --> 00:12:10.000

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

00:12:10.000 --> 00:12:15.000

Carolina Department of Administration, North Carolina of woman and youth

00:12:15.000 --> 00:12:25.000

involvement. In the next slide we have the learning

00:12:25.000 --> 00:12:32.000

objectives for this roundtable. First -- identify strategies for

00:12:32.000 --> 00:12:36.000

collaboration among service providers among culturally specific programs to

00:12:36.000 --> 00:12:43.000

support survivors of -- engage culturally specific organizations in

00:12:43.000 --> 00:12:48.000

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

00:12:48.000 --> 00:12:53.000

trafficking efforts. And also because domestic violence and

00:12:53.000 --> 00:12:58.000

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

00:12:58.000 --> 00:13:03.000

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

00:13:03.000 --> 00:13:12.000

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

00:13:12.000 --> 00:13:19.000

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

00:13:19.000 --> 00:13:21.000

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

00:13:21.000 --> 00:13:25.000

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

00:13:25.000 --> 00:13:29.000

little bit about intersectionalities and vulnerabilities.

00:13:29.000 --> 00:13:34.000

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

00:13:34.000 --> 00:13:36.000

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

00:13:36.000 --> 00:13:41.000

With that, one of the things we want

00:13:41.000 --> 00:13:45.000

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

00:13:45.000 --> 00:13:50.000

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

00:13:50.000 --> 00:13:55.000

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

00:13:55.000 --> 00:13:59.000

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

00:13:59.000 --> 00:14:02.000

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

00:14:02.000 --> 00:14:07.000

even looking at intimate partner violence, low literacy.

00:14:07.000 --> 00:14:11.000

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

00:14:11.000 --> 00:14:16.000

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

00:14:16.000 --> 00:14:18.000

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

00:14:18.000 --> 00:14:23.000

people when we are thinking about human trafficking.

00:14:23.000 --> 00:14:28.000

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

00:14:28.000 --> 00:14:32.000

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

00:14:32.000 --> 00:14:35.000

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

00:14:35.000 --> 00:14:39.000

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

00:14:39.000 --> 00:14:44.000

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

00:14:44.000 --> 00:14:48.000

intersections with other forms of abuse, layers of trauma that

00:14:48.000 --> 00:14:55.000

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

00:14:55.000 --> 00:14:59.000

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

00:14:59.000 --> 00:15:03.000

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

00:15:03.000 --> 00:15:06.000

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

00:15:06.000 --> 00:15:14.000

all survivors. We know that trafficking is really

00:15:14.000 --> 00:15:23.000

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

00:15:23.000 --> 00:15:25.000

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

00:15:25.000 --> 00:15:27.000

highlight today is a few specific populations.

00:15:27.000 --> 00:15:30.000

We have really wonderful presenters with us today.

00:15:30.000 --> 00:15:34.000

But just knowing that these are just a list.

00:15:34.000 --> 00:15:42.000

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

00:15:42.000 --> 00:15:48.000

that we see when we are talking about underserved and marginalized

00:15:48.000 --> 00:15:53.000

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

00:15:53.000 --> 00:15:56.000

about individuals who have disabilities, maybe people

00:15:56.000 --> 00:16:02.000

experiencing mental illness or have substance abuse disorders.

00:16:02.000 --> 00:16:07.000

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

00:16:07.000 --> 00:16:10.000

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

00:16:10.000 --> 00:16:14.000

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

00:16:14.000 --> 00:16:20.000

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



00:16:20.000 --> 00:16:25.000

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

00:16:25.000 --> 00:16:34.000

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

00:16:34.000 --> 00:16:39.000

Next slide. Before I introduce our first speakers,

00:16:39.000 --> 00:16:43.000

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

00:16:43.000 --> 00:16:48.000

about, when we are looking at collaborating with culturally specific

00:16:48.000 --> 00:16:52.000

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

00:16:52.000 --> 00:16:54.000

relationships and specifically when we are trying to collaborate around

00:16:54.000 --> 00:16:59.000

trafficking issues with culturally specific groups.

00:16:59.000 --> 00:17:02.000

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

00:17:02.000 --> 00:17:04.000

community and who's working with different individuals.

00:17:04.000 --> 00:17:08.000

You actually have to do your research.

00:17:08.000 --> 00:17:14.000

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

00:17:14.000 --> 00:17:19.000

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

00:17:19.000 --> 00:17:24.000

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

00:17:24.000 --> 00:17:31.000

them, introduce yourself, your organization and really talk about

00:17:31.000 --> 00:17:34.000

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

00:17:34.000 --> 00:17:37.000

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

00:17:37.000 --> 00:17:43.000

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

00:17:43.000 --> 00:17:49.000

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

00:17:49.000 --> 00:17:52.000

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

00:17:52.000 --> 00:17:57.000

working with culturally specific populations to also provide you with

00:17:57.000 --> 00:18:07.000

training and your organizations with training about working with the

00:18:07.000 --> 00:18:13.000

population they serve or how to be culturally inclusive.

00:18:13.000 --> 00:18:23.000

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

00:18:23.000 --> 00:18:25.000

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

00:18:25.000 --> 00:18:30.000

relationships with culturally specific agencies.

00:18:30.000 --> 00:18:32.000

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

00:18:32.000 --> 00:18:38.000

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

00:18:38.000 --> 00:18:41.000

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

00:18:41.000 --> 00:18:46.000

Department of Administration's council for women and youth involvement

00:18:46.000 --> 00:18:50.000

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

00:18:50.000 --> 00:18:55.000

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

00:18:55.000 --> 00:18:59.000

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

00:18:59.000 --> 00:19:01.000

whether it's because they need specific resources.

00:19:01.000 --> 00:19:04.000

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

00:19:04.000 --> 00:19:07.000

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

00:19:07.000 --> 00:19:10.000

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

00:19:10.000 --> 00:19:15.000

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

00:19:15.000 --> 00:19:17.000

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

00:19:17.000 --> 00:19:25.000

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

00:19:25.000 --> 00:19:29.000

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

00:19:29.000 --> 00:19:35.000

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

00:19:35.000 --> 00:19:43.000

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

00:19:43.000 --> 00:19:48.000

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

00:19:48.000 --> 00:19:52.000

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

00:19:52.000 --> 00:19:58.000

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

00:19:58.000 --> 00:20:01.000

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

00:20:01.000 --> 00:20:03.000

Once Martina presents, Nikki Locklear will present.

00:20:03.000 --> 00:20:05.000

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

00:20:05.000 --> 00:20:14.000

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

00:20:14.000 --> 00:20:16.000

to you. >> MARTINA: Hi.

00:20:16.000 --> 00:20:24.000

Thank you. Good afternoon.

00:20:24.000 --> 00:20:30.000

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

00:20:30.000 --> 00:20:34.000

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

00:20:34.000 --> 00:20:40.000

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

00:20:40.000 --> 00:20:45.000

and human services. We have general regional services that

00:20:45.000 --> 00:20:46.000

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

00:20:46.000 --> 00:21:03.000

education, referral, and equipment distribution.

00:21:03.000 --> 00:21:08.000

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

00:21:08.000 --> 00:21:15.000

highlight something extremely important to be aware of.

00:21:15.000 --> 00:21:21.000

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

00:21:21.000 --> 00:21:24.000

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

00:21:24.000 --> 00:21:28.000

difficulties. Unfortunately, hard data is not

00:21:28.000 --> 00:21:41.000

available. We don't have statistics of the number

00:21:41.000 --> 00:21:50.000

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

00:21:50.000 --> 00:21:55.000

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

00:21:55.000 --> 00:21:58.000

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

00:21:58.000 --> 00:21:59.000

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

00:21:59.000 --> 00:22:12.000

trafficking. Next slide.

00:22:12.000 --> 00:22:20.000

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

00:22:20.000 --> 00:22:27.000

to accommodations. The majority of the Deaf population

00:22:27.000 --> 00:22:33.000

does often experience barriers and lack of accommodations.

00:22:33.000 --> 00:22:39.000

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

00:22:39.000 --> 00:22:42.000

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

00:22:42.000 --> 00:22:55.000

self-advocates and advocate for what they need.

00:22:55.000 --> 00:23:01.000

They do not know where to find support and resources.

00:23:01.000 --> 00:23:15.000

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

00:23:15.000 --> 00:23:20.000

allow them to communicate. Many providers or entities also create

00:23:20.000 --> 00:23:30.000

barriers. For those providers and agencies or

00:23:30.000 --> 00:23:31.000

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

00:23:31.000 --> 00:23:35.000

accommodations. And even if they are aware or they are

00:23:35.000 --> 00:23:39.000

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

00:23:39.000 --> 00:23:42.000

requested. Most of that stems from not

00:23:42.000 --> 00:23:47.000

understanding the type of accommodations to provide.

00:23:47.000 --> 00:23:55.000

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

00:23:55.000 --> 00:23:59.000

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

00:23:59.000 --> 00:24:07.000

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

00:24:07.000 --> 00:24:14.000

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

00:24:14.000 --> 00:24:19.000

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

00:24:19.000 --> 00:24:24.000

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

00:24:24.000 --> 00:24:29.000

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

00:24:29.000 --> 00:24:33.000

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

00:24:33.000 --> 00:24:38.000

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

00:24:38.000 --> 00:24:41.000

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

00:24:41.000 --> 00:24:46.000

withdrawal. And that is one of the biggest

00:24:46.000 --> 00:24:51.000

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

00:24:51.000 --> 00:25:00.000

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

00:25:00.000 --> 00:25:04.000

the community is facing. Usually once someone experiences a

00:25:04.000 --> 00:25:08.000

domestic violence incident or sexual assault, a law enforcement officer

00:25:08.000 --> 00:25:14.000

will help get them to the appropriate location.

00:25:14.000 --> 00:25:20.000

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

00:25:20.000 --> 00:25:22.000

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

00:25:22.000 --> 00:25:27.000

I'm not entirely sure if it is on my

00:25:27.000 --> 00:25:33.000

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

00:25:33.000 --> 00:25:37.000

Here we go. Something really important to

00:25:37.000 --> 00:25:42.000

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

00:25:42.000 --> 00:25:45.000

DeafBlind is they don't understand their care plan.

00:25:45.000 --> 00:25:51.000

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

00:25:51.000 --> 00:25:53.000

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

00:25:53.000 --> 00:25:57.000

And some of the other things on this

00:25:57.000 --> 00:26:00.000

list really do tie to communication access.

00:26:00.000 --> 00:26:10.000

They are not able to give true consent.

00:26:10.000 --> 00:26:14.000

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

00:26:14.000 --> 00:26:20.000

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

00:26:20.000 --> 00:26:27.000

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

00:26:27.000 --> 00:26:29.000

own care. Auxiliary aids could be a sign

00:26:29.000 --> 00:26:34.000

language interpreter, a Deaf interpreter.



00:26:34.000 --> 00:26:46.000

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

00:26:46.000 --> 00:26:49.000

of captioning. Using written materials can be

00:26:49.000 --> 00:26:58.000

supporting. Using amplified devices for those who

00:26:58.000 --> 00:27:02.000

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

00:27:02.000 --> 00:27:08.000

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

00:27:08.000 --> 00:27:13.000

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

00:27:13.000 --> 00:27:24.000

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

00:27:24.000 --> 00:27:26.000

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

00:27:26.000 --> 00:27:29.000

Hearing and Deaf. So don't make assumptions.

00:27:29.000 --> 00:27:32.000

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

00:27:32.000 --> 00:27:37.000

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

00:27:37.000 --> 00:27:41.000

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

00:27:41.000 --> 00:27:48.000

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

00:27:48.000 --> 00:27:51.000

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

00:27:51.000 --> 00:27:55.000

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

00:27:55.000 --> 00:28:00.000

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

00:28:00.000 --> 00:28:01.000

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

00:28:01.000 --> 00:28:07.000

happening. We need to make sure that we are

00:28:07.000 --> 00:28:15.000

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

00:28:15.000 --> 00:28:21.000

slowly in a manner that is easy to understand.

00:28:21.000 --> 00:28:27.000

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

00:28:27.000 --> 00:28:29.000

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

00:28:29.000 --> 00:28:32.000

repeat or rephrase what you have just said.

00:28:32.000 --> 00:28:39.000

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

00:28:39.000 --> 00:28:44.000

This list that I have, I have touched

00:28:44.000 --> 00:28:47.000

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

00:28:47.000 --> 00:28:53.000

often left out of vital communication.

00:28:53.000 --> 00:28:59.000

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

00:28:59.000 --> 00:29:03.000

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

00:29:03.000 --> 00:29:08.000

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

00:29:17.000 --> 00:29:21.000

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

00:29:21.000 --> 00:29:22.000

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.

00:29:43.000 --> 00:29:49.000

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

00:29:49.000 --> 00:29:57.000

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,

00:30:01.000 --> 00:30:06.000

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

00:30:06.000 --> 00:30:08.000

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

00:30:08.000 --> 00:30:14.000

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

00:30:14.000 --> 00:30:19.000

raised. If a person was in a family that is

00:30:19.000 --> 00:30:27.000

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

00:30:27.000 --> 00:30:32.000

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

00:30:32.000 --> 00:30:37.000

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

00:30:37.000 --> 00:30:41.000

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

00:30:41.000 --> 00:30:46.000

effectively with someone who is Deaf and Hard of Hearing.

00:30:46.000 --> 00:30:50.000

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

00:30:50.000 --> 00:30:54.000

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

00:30:54.000 --> 00:30:58.000

clear mask. Again on the list, the personal

00:30:58.000 --> 00:31:02.000

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

00:31:02.000 --> 00:31:04.000

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

00:31:04.000 --> 00:31:08.000

people. Sometimes the person may not know sign

00:31:08.000 --> 00:31:10.000

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

00:31:10.000 --> 00:31:15.000

Their first language might be English.

00:31:15.000 --> 00:31:20.000

They may not have learned sign language until much later.

00:31:20.000 --> 00:31:27.000

As a lot of times hearing loss comes with aging.

00:31:27.000 --> 00:31:33.000

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

00:31:33.000 --> 00:31:40.000

sort of a combination of deafness and blindness.

00:31:40.000 --> 00:31:42.000

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

00:31:42.000 --> 00:31:48.000

elderly population. Some things that help them are

00:31:48.000 --> 00:31:53.000

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

00:31:53.000 --> 00:31:58.000

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

00:31:58.000 --> 00:32:04.000

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

00:32:04.000 --> 00:32:08.000

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

00:32:08.000 --> 00:32:13.000

differences as well. So those kind of tying back to

00:32:13.000 --> 00:32:23.000

Kiricka's introduction of intersectionalities is very important

00:32:23.000 --> 00:32:26.000

to keep in mind. Next slide, please.

00:32:26.000 --> 00:32:28.000

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

00:32:28.000 --> 00:32:30.000

means the Spanish interpreters are even further behind.

00:32:30.000 --> 00:32:44.000

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

00:32:44.000 --> 00:32:49.000

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

00:32:49.000 --> 00:32:57.000

see, are misnomers for a person's identity.

00:32:57.000 --> 00:33:02.000

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

00:33:31.000 --> 00:33:36.000

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

00:33:53.000 --> 00:33:59.000

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

00:33:59.000 --> 00:34:02.000

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

00:34:02.000 --> 00:34:09.000

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

00:34:09.000 --> 00:34:12.000

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

00:34:12.000 --> 00:34:17.000

or I'm DeafBlind. There are characteristics associated

00:34:17.000 --> 00:34:22.000

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

00:34:22.000 --> 00:34:26.000

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

00:34:26.000 --> 00:34:29.000

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

00:34:29.000 --> 00:34:32.000

not disabled. I'm able to function just like

00:34:32.000 --> 00:34:35.000

everyone else. I just communicate differently.

00:34:35.000 --> 00:34:38.000

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

00:34:38.000 --> 00:34:39.000

I have to have certain auxiliary aids

00:34:39.000 --> 00:34:49.000

and supports to get me through my day.

00:34:49.000 --> 00:34:54.000

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

00:34:54.000 --> 00:34:59.000

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

00:34:59.000 --> 00:35:09.000

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

00:35:09.000 --> 00:35:14.000

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

00:35:14.000 --> 00:35:18.000

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

00:35:18.000 --> 00:35:25.000

words in their documents and written material.

00:35:25.000 --> 00:35:28.000

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

00:35:28.000 --> 00:35:31.000

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

00:35:31.000 --> 00:35:38.000

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

00:35:38.000 --> 00:35:51.000

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

00:35:51.000 --> 00:35:55.000

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

00:35:55.000 --> 00:35:59.000

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

00:35:59.000 --> 00:36:05.000

Whether you're a business, an agency,

00:36:05.000 --> 00:36:08.000

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

00:36:08.000 --> 00:36:11.000

We are here to provide specialized

00:36:11.000 --> 00:36:22.000

knowledge. We have the staff available to help

00:36:22.000 --> 00:36:24.000

you effectively communicate. We are available for that

00:36:24.000 --> 00:36:28.000



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

00:36:28.000 --> 00:36:33.000

We are happy to work intensively with

00:36:33.000 --> 00:36:37.000

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

00:36:37.000 --> 00:36:45.000

hearing loss. And how can you help?

00:36:45.000 --> 00:36:50.000

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

00:36:50.000 --> 00:36:55.000

with you. Develop strategic approaches for

00:36:55.000 --> 00:37:00.000

systems change. Provide communications accessible

00:37:00.000 --> 00:37:11.000

meetings and expect that services offered statewide will also be

00:37:11.000 --> 00:37:13.000

communication accessible. And one of our facilitators, I

00:37:13.000 --> 00:37:21.000

believe, will be sharing the PowerPoint after this presentation.

00:37:21.000 --> 00:37:28.000

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

00:37:28.000 --> 00:37:30.000

is simple enough. Ask the person what works best for

00:37:30.000 --> 00:37:31.000

them. They will tell you.

00:37:31.000 --> 00:37:40.000

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

00:37:40.000 --> 00:37:48.000

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

00:37:48.000 --> 00:37:53.000

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

00:37:53.000 --> 00:37:59.000

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

00:37:59.000 --> 00:38:03.000

interpreters or pocket talker devices would be the best accommodation for

00:38:03.000 --> 00:38:07.000

best population. Again, if you have any questions and

00:38:07.000 --> 00:38:08.000

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

00:38:08.000 --> 00:38:22.000

Thank you so much. Next slide.

00:38:22.000 --> 00:38:30.000

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

00:38:30.000 --> 00:38:36.000

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

00:38:36.000 --> 00:38:41.000

prevent trafficking and support victims and survivors.

00:38:41.000 --> 00:38:46.000

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

00:38:46.000 --> 00:38:50.000

level agencies working with Deaf and Hard of Hearing and DeafBlind

00:38:50.000 --> 00:38:56.000

individuals who experience abuse and human trafficking organizations.

00:38:56.000 --> 00:39:01.000

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

00:39:01.000 --> 00:39:06.000

without and not provide them with the help they need.

00:39:06.000 --> 00:39:08.000

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

00:39:08.000 --> 00:39:17.000

they are included in all aspects of our society.

00:39:17.000 --> 00:39:20.000

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

00:39:20.000 --> 00:39:23.000

I'm so hopeful that everyone learned from this.

00:39:23.000 --> 00:39:25.000

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

00:39:25.000 --> 00:39:32.000

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

00:39:32.000 --> 00:39:36.000

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

00:39:36.000 --> 00:39:39.000

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

00:39:39.000 --> 00:39:44.000

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

00:39:44.000 --> 00:39:46.000

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

00:39:46.000 --> 00:39:49.000

put your questions in the Q+A section.

00:39:49.000 --> 00:39:52.000

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

00:39:52.000 --> 00:39:56.000

the chat. But then the presenters can kind of go

00:39:56.000 --> 00:40:01.000

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

00:40:01.000 --> 00:40:04.000

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

00:40:04.000 --> 00:40:08.000

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

00:40:08.000 --> 00:40:13.000

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

00:40:13.000 --> 00:40:15.000

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

00:40:15.000 --> 00:40:25.000

kit. So what is that and are there any

00:40:25.000 --> 00:40:27.000

specific websites or apps that they can use?

00:40:27.000 --> 00:40:32.000

>> MARTINA: This is Martina. Sure.

00:40:32.000 --> 00:40:38.000

A communication tool can comprise of a variety of assistance.

00:40:38.000 --> 00:40:43.000

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

00:40:43.000 --> 00:40:45.000

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

00:40:45.000 --> 00:40:51.000

demonstration. Hand-held devices like this, the

00:40:51.000 --> 00:40:54.000

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

00:40:54.000 --> 00:41:01.000

If you reach out to video Relay

00:41:01.000 --> 00:41:02.000

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

00:41:02.000 --> 00:41:09.000

communication. You can request sign language

00:41:09.000 --> 00:41:10.000

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

00:41:10.000 --> 00:41:14.000

Because it depends.

00:41:14.000 --> 00:41:18.000

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

00:41:18.000 --> 00:41:24.000

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

00:41:24.000 --> 00:41:28.000

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

00:41:28.000 --> 00:41:30.000

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

00:41:30.000 --> 00:41:33.000

you have something happen is the best.

00:41:33.000 --> 00:41:36.000

Be prepared for something that can happen.

00:41:36.000 --> 00:41:42.000

So things like that can basically build your communication kit.

00:41:42.000 --> 00:41:48.000

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

00:41:48.000 --> 00:41:54.000

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

00:41:54.000 --> 00:41:59.000

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

00:41:59.000 --> 00:42:03.000

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

00:42:03.000 --> 00:42:08.000

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

00:42:08.000 --> 00:42:13.000

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

00:42:13.000 --> 00:42:18.000

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

00:42:18.000 --> 00:42:22.000

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

00:42:22.000 --> 00:42:27.000

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

00:42:27.000 --> 00:42:31.000

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

00:42:31.000 --> 00:42:36.000

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

00:42:36.000 --> 00:42:42.000

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

00:42:42.000 --> 00:42:49.000

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

00:42:49.000 --> 00:42:54.000

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

00:42:54.000 --> 00:42:55.000

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

00:42:55.000 --> 00:42:58.000

>> KIRICKA: No. That was good.

00:42:58.000 --> 00:43:01.000

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

00:43:01.000 --> 00:43:05.000

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

00:43:05.000 --> 00:43:12.000

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

00:43:12.000 --> 00:43:21.000

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

00:43:21.000 --> 00:43:23.000

Locklear with Commission of Indian Affairs .

00:43:23.000 --> 00:43:28.000

I'm pleased to also introduce Nikki Locklear.

00:43:28.000 --> 00:43:35.000

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

00:43:35.000 --> 00:43:39.000

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

00:43:39.000 --> 00:43:45.000

Native communities. So Martina and Nikki inform a lot of

00:43:45.000 --> 00:43:46.000

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

00:43:46.000 --> 00:43:50.000

office. Nikki and I are in the same

00:43:50.000 --> 00:43:51.000

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

00:43:51.000 --> 00:44:06.000

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

00:44:06.000 --> 00:44:11.000

>> NIKKI: Thanks, Kiricka. Appreciate that.

00:44:11.000 --> 00:44:14.000

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

00:44:14.000 --> 00:44:18.000

Affairs. We have a domestic violence, sexual

00:44:18.000 --> 00:44:22.000

assault, human trafficking program where we have domestic violence

00:44:22.000 --> 00:44:27.000

advocates out placed in the rural tribal communities to provide direct

00:44:27.000 --> 00:44:32.000

services to victims. In North Carolina we have eight state

00:44:32.000 --> 00:44:37.000

recognized drives and four urban organizations and one federally

00:44:37.000 --> 00:44:38.000

recognized tribe with the tribe having partial --

00:44:38.000 --> 00:44:45.000

recognition. Our challenges are a little bit

00:44:45.000 --> 00:45:00.000

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

00:45:00.000 --> 00:45:04.000

are state recognized tribes. Next slide.

00:45:04.000 --> 00:45:08.000

If you have never worked with a culturally specific population or

00:45:08.000 --> 00:45:12.000

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

00:45:12.000 --> 00:45:15.000

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

00:45:15.000 --> 00:45:18.000

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

00:45:18.000 --> 00:45:26.000

We want to learn about their backgrounds.

00:45:26.000 --> 00:45:28.000

We want to learn where they came from.

00:45:28.000 --> 00:45:31.000

Essentially we really want to know what happened.

00:45:31.000 --> 00:45:38.000

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

00:45:38.000 --> 00:45:41.000

You have go back and look at our history.

00:45:41.000 --> 00:45:42.000

It's quite simple. American Indian history what happened

00:45:42.000 --> 00:45:56.000

-- that is historical trauma. Next slide.



00:45:56.000 --> 00:46:03.000

When we talk about vulnerabilities to human trafficking for culturally

00:46:03.000 --> 00:46:12.000

specific populations and specifically for American Indian populations, we

00:46:12.000 --> 00:46:16.000

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

00:46:16.000 --> 00:46:21.000

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

00:46:21.000 --> 00:46:24.000

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

00:46:24.000 --> 00:46:30.000

So I think everyone by now has heard

00:46:30.000 --> 00:46:34.000

of MMIW, which is missing And Murdered Indigenous Women.

00:46:34.000 --> 00:46:39.000

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

00:46:39.000 --> 00:46:42.000

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

00:46:42.000 --> 00:46:45.000

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

00:46:45.000 --> 00:46:51.000

movement. But, you know, Native Americans and

00:46:51.000 --> 00:46:57.000

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

00:46:57.000 --> 00:47:01.000

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

00:47:01.000 --> 00:47:07.000

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

00:47:07.000 --> 00:47:10.000

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

00:47:10.000 --> 00:47:18.000

American Indian women has not stopped since then.

00:47:18.000 --> 00:47:26.000

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

00:47:26.000 --> 00:47:31.000

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

00:47:31.000 --> 00:47:37.000

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

00:47:37.000 --> 00:47:41.000

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

00:47:41.000 --> 00:47:45.000

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

00:47:45.000 --> 00:47:49.000

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

00:47:49.000 --> 00:47:54.000

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

00:47:54.000 --> 00:47:58.000

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

00:47:58.000 --> 00:48:03.000

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

00:48:03.000 --> 00:48:08.000

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

00:48:08.000 --> 00:48:13.000

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

00:48:13.000 --> 00:48:18.000

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

00:48:18.000 --> 00:48:23.000

have a culture that promotes and accepts violence against Native women

00:48:23.000 --> 00:48:29.000

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

00:48:29.000 --> 00:48:34.000

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

00:48:34.000 --> 00:48:37.000

perpetuates it. And then we've got racism and

00:48:37.000 --> 00:48:56.000

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

00:48:56.000 --> 00:49:03.000

top of that. So when we think about barriers to

00:49:03.000 --> 00:49:08.000

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

00:49:08.000 --> 00:49:11.000

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

00:49:11.000 --> 00:49:17.000

are some barriers identifying Native survivors.

00:49:17.000 --> 00:49:21.000

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

00:49:21.000 --> 00:49:25.000

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

00:49:25.000 --> 00:49:32.000

problems with victims coming forward and identification.

00:49:32.000 --> 00:49:34.000

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

00:49:34.000 --> 00:49:41.000

victims. Advocates see that victims all the

00:49:41.000 --> 00:49:44.000

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

00:49:44.000 --> 00:49:48.000

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

00:49:48.000 --> 00:49:53.000

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

00:49:53.000 --> 00:50:01.000

They are not necessarily willing to provide information about their

00:50:01.000 --> 00:50:04.000

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

00:50:04.000 --> 00:50:07.000

to their trackers -- traffickers.

00:50:07.000 --> 00:50:11.000

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

00:50:11.000 --> 00:50:15.000

community and American Indian communities, they are really

00:50:15.000 --> 00:50:19.000

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

00:50:19.000 --> 00:50:23.000

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

00:50:23.000 --> 00:50:26.000

So people really do not talk about things like this.

00:50:26.000 --> 00:50:33.000

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

00:50:33.000 --> 00:50:39.000

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

00:50:39.000 --> 00:50:47.000

institutions and systems, which goes back to historical trauma.

00:50:47.000 --> 00:50:51.000

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

00:50:51.000 --> 00:50:56.000

here. But historical trauma -- I can't

00:50:56.000 --> 00:51:01.000

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

00:51:01.000 --> 00:51:04.000

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

00:51:04.000 --> 00:51:08.000

sexual assault victims in Tribal communities.

00:51:08.000 --> 00:51:14.000

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

00:51:14.000 --> 00:51:18.000

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

00:51:18.000 --> 00:51:20.000

recognized tribes. So the state recognized tribes, they

00:51:20.000 --> 00:51:25.000

do not usually have a certain jurisdiction.

00:51:25.000 --> 00:51:35.000

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

00:51:35.000 --> 00:51:39.000

are, you know, issues everywhere else.

00:51:39.000 --> 00:51:47.000

Next slide. So this is my favorite part to talk

00:51:47.000 --> 00:51:51.000

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

00:51:51.000 --> 00:51:54.000

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

00:51:54.000 --> 00:51:58.000

today and listening. I really appreciate every one of you

00:51:58.000 --> 00:52:04.000

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

00:52:04.000 --> 00:52:10.000

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

00:52:10.000 --> 00:52:16.000

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

00:52:16.000 --> 00:52:19.000

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

00:52:19.000 --> 00:52:24.000

people feel they have no clue where to begin.

00:52:24.000 --> 00:52:30.000

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

00:52:30.000 --> 00:52:34.000

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

00:52:34.000 --> 00:52:40.000

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

00:52:40.000 --> 00:52:44.000

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

00:52:44.000 --> 00:52:49.000

So figuring out where to start really

00:52:49.000 --> 00:52:52.000

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

00:52:52.000 --> 00:52:57.000

tribes learning about the historical trauma and things they have been

00:52:57.000 --> 00:53:10.000

through. Those are really first steps in

00:53:10.000 --> 00:53:14.000

educating yourself. Next.

00:53:14.000 --> 00:53:20.000

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

00:53:20.000 --> 00:53:23.000

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

00:53:23.000 --> 00:53:29.000

relationships. Building relationships is number 1.

00:53:29.000 --> 00:53:34.000

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

00:53:34.000 --> 00:53:39.000

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

00:53:39.000 --> 00:53:43.000

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

00:53:43.000 --> 00:53:47.000

trust Tribal -- governmental organizations and systems.

00:53:47.000 --> 00:53:54.000

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

00:53:54.000 --> 00:54:03.000

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

00:54:03.000 --> 00:54:07.000

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

00:54:07.000 --> 00:54:12.000

Tribal communities do not trust governmental entities.

00:54:12.000 --> 00:54:16.000

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

00:54:16.000 --> 00:54:17.000

I think that's probably one of the

00:54:17.000 --> 00:54:21.000

easiest things that you can do, is vote.

00:54:21.000 --> 00:54:25.000

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

00:54:25.000 --> 00:54:32.000

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

00:54:32.000 --> 00:54:42.000

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

00:54:42.000 --> 00:54:44.000

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

00:54:44.000 --> 00:54:53.000

human traffickers. You want to vote for elected officials

00:54:53.000 --> 00:54:57.000

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

00:54:57.000 --> 00:55:03.000

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

00:55:03.000 --> 00:55:07.000

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

00:55:07.000 --> 00:55:10.000

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

00:55:10.000 --> 00:55:14.000

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

00:55:14.000 --> 00:55:17.000

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

00:55:17.000 --> 00:55:20.000

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

00:55:20.000 --> 00:55:24.000

Find out the needs that they have in their community.

00:55:24.000 --> 00:55:30.000

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

00:55:30.000 --> 00:55:33.000

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

00:55:33.000 --> 00:55:37.000

and really, you know, do the dirty work.

00:55:37.000 --> 00:55:40.000

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

00:55:40.000 --> 00:55:44.000

That does not work in these communities.



00:55:44.000 --> 00:55:48.000

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

00:55:48.000 --> 00:55:52.000

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

00:55:52.000 --> 00:55:58.000

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

00:55:58.000 --> 00:56:05.000

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

00:56:05.000 --> 00:56:10.000

communities like this when they are very distrustful communities.

00:56:10.000 --> 00:56:15.000

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

00:56:15.000 --> 00:56:18.000

presentations during their Tribal meetings.

00:56:18.000 --> 00:56:22.000

Establishing, participating in Tribal agency collaboratives.

00:56:22.000 --> 00:56:26.000

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

00:56:26.000 --> 00:56:32.000

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

00:56:32.000 --> 00:56:42.000

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

00:56:42.000 --> 00:56:49.000

Next.

00:56:49.000 --> 00:56:53.000

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

00:56:53.000 --> 00:56:56.000

protocols for the American Indian population around you.

00:56:56.000 --> 00:56:59.000

Safety protocols for Native victims of domestic violence and human

00:56:59.000 --> 00:57:04.000

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

00:57:04.000 --> 00:57:08.000

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

00:57:08.000 --> 00:57:13.000

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

00:57:13.000 --> 00:57:18.000

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

00:57:18.000 --> 00:57:23.000

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

00:57:23.000 --> 00:57:26.000

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

00:57:26.000 --> 00:57:32.000

this information that you collect with the Tribes.

00:57:32.000 --> 00:57:35.000

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

00:57:35.000 --> 00:57:40.000

programs that are applying for grants.

00:57:40.000 --> 00:57:45.000

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

00:57:45.000 --> 00:57:48.000

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

00:57:48.000 --> 00:57:53.000

do not have the capacity to apply for grants.

00:57:53.000 --> 00:57:57.000

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

00:57:57.000 --> 00:58:03.000

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

00:58:03.000 --> 00:58:10.000

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

00:58:10.000 --> 00:58:13.000

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

00:58:13.000 --> 00:58:16.000

contacting your local Commission of Indian Affairs.

00:58:16.000 --> 00:58:21.000

Ours is the Commission of Indian Affairs under the Department of

00:58:21.000 --> 00:58:24.000

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

00:58:24.000 --> 00:58:30.000

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

00:58:30.000 --> 00:58:36.000

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

00:58:36.000 --> 00:58:41.000

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

00:58:41.000 --> 00:58:50.000

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

00:58:50.000 --> 00:58:54.000

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

00:58:54.000 --> 00:59:01.000

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

00:59:01.000 --> 00:59:04.000

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

00:59:04.000 --> 00:59:06.000

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

00:59:06.000 --> 00:59:10.000

I appreciate the work that you do, Nikki.

00:59:10.000 --> 00:59:11.000

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

00:59:11.000 --> 00:59:14.000

amazing. But there are some questions in the

00:59:14.000 --> 00:59:17.000

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

00:59:17.000 --> 00:59:38.000

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

00:59:38.000 --> 00:59:47.000

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

00:59:47.000 --> 00:59:54.000

She is a promotora community work with Community Solutions.

00:59:54.000 --> 01:00:02.000

She works with the Triqui community in San Benito County.

01:00:02.000 --> 01:00:11.000

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

01:00:11.000 --> 01:00:20.000

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

01:00:20.000 --> 01:00:25.000

next slide. We have information regarding what's

01:00:25.000 --> 01:00:31.000

brought the Triqui community to the U.S.

01:00:31.000 --> 01:00:36.000

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

01:00:36.000 --> 01:00:42.000

There are a lot of barriers to find help.

01:00:42.000 --> 01:00:56.000

Mistrust, language, cultural norms, lack of awareness.

01:00:56.000 --> 01:01:02.000

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

01:01:02.000 --> 01:01:13.000

personal story and her leadership in the community.

01:01:13.000 --> 01:01:15.000

Next slide. Isaira.

01:01:15.000 --> 01:01:18.000

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

01:01:18.000 --> 01:01:27.000

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

01:01:27.000 --> 01:01:33.000

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

01:01:33.000 --> 01:01:39.000

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

01:01:39.000 --> 01:01:47.000

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

01:01:47.000 --> 01:01:56.000

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

01:01:56.000 --> 01:02:02.000

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

01:02:02.000 --> 01:02:08.000

I do my presentation in Spanish and in Triqui.

01:02:08.000 --> 01:02:15.000

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

01:02:15.000 --> 01:02:19.000

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

01:02:19.000 --> 01:02:28.000

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

01:02:28.000 --> 01:02:35.000

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

01:02:35.000 --> 01:02:40.000

you know, we do meetings after that through Zoom.

01:02:40.000 --> 01:02:47.000

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

01:02:47.000 --> 01:02:55.000

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

01:02:55.000 --> 01:02:59.000

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

01:02:59.000 --> 01:03:06.000

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

01:03:06.000 --> 01:03:16.000

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

01:03:16.000 --> 01:03:21.000

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

01:03:21.000 --> 01:03:30.000

country, migrant communities, what recommendations can you offer to

01:03:30.000 --> 01:03:37.000

better be able to help those who have experienced violence?

01:03:37.000 --> 01:03:45.000

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

01:03:45.000 --> 01:03:56.000

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

01:03:56.000 --> 01:04:01.000

violence. And distribute those flyers related to

01:04:01.000 --> 01:04:11.000

sexual assault, human trafficking, domestic violence.

01:04:11.000 --> 01:04:22.000

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

01:04:22.000 --> 01:04:30.000

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

01:04:30.000 --> 01:04:37.000

program and I offer services in Triqui.

01:04:37.000 --> 01:04:46.000

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

01:04:46.000 --> 01:04:52.000

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

01:04:52.000 --> 01:04:57.000

woman checkups. We let them know we don't

01:04:57.000 --> 01:05:02.000

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

01:05:02.000 --> 01:05:11.000

by race. And through the health department we

01:05:11.000 --> 01:05:17.000

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

01:05:17.000 --> 01:05:25.000

We set up appointments and we refer them to services.

01:05:25.000 --> 01:05:30.000

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

01:05:30.000 --> 01:05:34.000

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

01:05:34.000 --> 01:05:46.000

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

01:05:46.000 --> 01:05:51.000

But we still try to help the community.

01:05:51.000 --> 01:05:57.000

Thank you so much. It's hard work.

01:05:57.000 --> 01:06:06.000

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

01:06:06.000 --> 01:06:16.000

health partners. What can you tell us about that?

01:06:16.000 --> 01:06:20.000

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

01:06:20.000 --> 01:06:32.000

and to collaborate and offer information to the community.

01:06:32.000 --> 01:06:35.000

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

01:06:35.000 --> 01:06:39.000

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

01:06:39.000 --> 01:06:48.000

speak. There are a lot of people that speak

01:06:48.000 --> 01:06:53.000

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

01:06:53.000 --> 01:07:01.000

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

01:07:01.000 --> 01:07:06.000

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

01:07:06.000 --> 01:07:07.000

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

01:07:07.000 --> 01:07:16.000

I always tell them my work is confidential.

01:07:16.000 --> 01:07:24.000

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

01:07:24.000 --> 01:07:30.000

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

01:07:30.000 --> 01:07:34.000

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

01:07:34.000 --> 01:07:38.000

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

01:07:38.000 --> 01:07:49.000

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

01:07:49.000 --> 01:07:53.000



future to share more. >> Thank you.

01:07:53.000 --> 01:07:57.000

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

01:07:57.000 --> 01:08:02.000

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

01:08:24.000 --> 01:08:30.000

individuals that have presented to so much information to us.

01:08:30.000 --> 01:08:33.000

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

01:08:33.000 --> 01:08:41.000

something. So I know we are pressed with time.

01:08:41.000 --> 01:08:46.000

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

01:08:46.000 --> 01:08:52.000

Florida in general. Several staff members of the agency

01:08:52.000 --> 01:08:56.000

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

01:08:56.000 --> 01:09:03.000

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

01:09:03.000 --> 01:09:08.000

1990s. And we have been doing this work in

01:09:08.000 --> 01:09:17.000

collaboration with domestic violence and sexual violence providers.

01:09:17.000 --> 01:09:22.000

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

01:09:22.000 --> 01:09:27.000

with enough funding to help immigrant survivors of human trafficking.

01:09:27.000 --> 01:09:31.000

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

01:09:31.000 --> 01:09:40.000

has. And even though we think that we have

01:09:40.000 --> 01:09:47.000

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

01:09:47.000 --> 01:09:51.000

English proficiency, when we have someone like from the Triqui

01:09:51.000 --> 01:09:55.000

community, it's very to find interpreters.

01:09:55.000 --> 01:10:01.000

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

01:10:01.000 --> 01:10:06.000

to the survivors. So the struggle continues.

01:10:06.000 --> 01:10:14.000

For us, collaboration, cooperation is critical.

01:10:14.000 --> 01:10:19.000

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

01:10:19.000 --> 01:10:25.000

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

01:10:25.000 --> 01:10:31.000

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

01:10:31.000 --> 01:10:36.000

provide this assistance. And sometimes it's true.

01:10:36.000 --> 01:10:41.000

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

01:10:41.000 --> 01:11:01.000

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

01:11:01.000 --> 01:11:05.000

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

01:11:05.000 --> 01:11:07.000

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

01:11:07.000 --> 01:11:17.000

have a lot of power because of the collaborations.

01:11:17.000 --> 01:11:24.000

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

01:11:24.000 --> 01:11:46.000

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

01:11:46.000 --> 01:11:56.000

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

01:11:56.000 --> 01:11:58.000

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

01:11:58.000 --> 01:12:08.000

we develop the trust with these communities.

01:12:08.000 --> 01:12:17.000

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

01:12:17.000 --> 01:12:19.000

proud of is that the partners in these collaboratives have remained

01:12:19.000 --> 01:12:25.000

consistent. For many years we are the same

01:12:25.000 --> 01:12:33.000

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

01:12:33.000 --> 01:12:42.000

there is a core group of organizations everpresent to assist.

01:12:42.000 --> 01:12:46.000

Our services complement each other. We move away from duplicating

01:12:46.000 --> 01:12:56.000

services. We avoid competition.

01:12:56.000 --> 01:13:01.000

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

01:13:01.000 --> 01:13:06.000

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

01:13:06.000 --> 01:13:11.000

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

01:13:11.000 --> 01:13:16.000

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

01:13:16.000 --> 01:13:19.000

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

01:13:19.000 --> 01:13:25.000

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

01:13:25.000 --> 01:13:35.000

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

01:13:35.000 --> 01:13:42.000

importance and -- that that relationship has for how you

01:13:42.000 --> 01:13:48.000

ultimately serve the survivor. Many of these organizations has a

01:13:48.000 --> 01:13:55.000

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

01:13:55.000 --> 01:13:59.000

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

01:13:59.000 --> 01:14:06.000

We bring everyone that could provide assistance to survivors.

01:14:06.000 --> 01:14:10.000

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

01:14:10.000 --> 01:14:18.000

many needs and they are all different.

01:14:18.000 --> 01:14:24.000

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

01:14:24.000 --> 01:14:33.000

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

01:14:33.000 --> 01:14:39.000

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

01:14:39.000 --> 01:14:48.000

learn and listen. We go to my next slide.

01:14:48.000 --> 01:14:51.000

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

01:14:51.000 --> 01:14:59.000

share that -- listening and learning all the time.

01:14:59.000 --> 01:15:03.000

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

01:15:03.000 --> 01:15:11.000

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

01:15:11.000 --> 01:15:16.000

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

01:15:16.000 --> 01:15:21.000

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

01:15:21.000 --> 01:15:25.000

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

01:15:25.000 --> 01:15:30.000

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

01:15:30.000 --> 01:15:33.000

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.

01:15:41.000 --> 01:15:44.000

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.

01:15:51.000 --> 01:16:01.000

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

01:16:01.000 --> 01:16:05.000

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

01:16:05.000 --> 01:16:06.000

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

01:16:06.000 --> 01:16:08.000

We appreciate it.

01:16:08.000 --> 01:16:14.000

I have been working with you for so long.

01:16:14.000 --> 01:16:17.000

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

01:16:17.000 --> 01:16:21.000

general, just even with the Balance Against Women Act.

01:16:21.000 --> 01:16:24.000

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

01:16:24.000 --> 01:16:31.000

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

01:16:31.000 --> 01:16:35.000

to improve access to services for those who are transgender?

01:16:35.000 --> 01:16:40.000

>> MARIA: Thank you for that question.

01:16:40.000 --> 01:16:46.000

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

01:16:46.000 --> 01:16:55.000

One of the organizations -- other organizations that we began

01:16:55.000 --> 01:16:59.000

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

01:16:59.000 --> 01:17:03.000

They are, in addition to provider

01:17:03.000 --> 01:17:09.000

specialized counseling and support, advocacy to immigrant survivors of

01:17:09.000 --> 01:17:17.000

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

01:17:17.000 --> 01:17:21.000

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

01:17:21.000 --> 01:17:27.000

So VIDA, through different --

01:17:27.000 --> 01:17:32.000

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

01:17:32.000 --> 01:17:42.000

throughout the years. We have gotten funding from Department

01:17:42.000 --> 01:17:47.000

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

01:17:47.000 --> 01:17:54.000

Survivors Pathway had educational,

01:17:54.000 --> 01:18:04.000

psychological, educational approach to working with Latina transgender that

01:18:04.000 --> 01:18:16.000

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

01:18:16.000 --> 01:18:22.000

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

01:18:22.000 --> 01:18:30.000

violence towards these individuals coming from countries in Central and

01:18:30.000 --> 01:18:38.000

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

01:18:38.000 --> 01:18:45.000

difficult option to escape by migrating to the United States.

01:18:45.000 --> 01:18:51.000

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

01:18:51.000 --> 01:18:58.000

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

01:18:58.000 --> 01:19:08.000

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

01:19:08.000 --> 01:19:13.000

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

01:19:13.000 --> 01:19:18.000

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

01:19:18.000 --> 01:19:23.000

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

01:19:23.000 --> 01:19:27.000

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

01:19:27.000 --> 01:19:33.000

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

01:19:33.000 --> 01:19:38.000

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

01:19:38.000 --> 01:19:46.000

that they need. Also, because VIDA specializes in

01:19:46.000 --> 01:19:54.000

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

01:19:54.000 --> 01:20:04.000

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



01:20:04.000 --> 01:20:09.000

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

01:20:09.000 --> 01:20:15.000

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

01:20:15.000 --> 01:20:18.000

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

01:20:18.000 --> 01:20:24.000

And then they have their criminal

01:20:24.000 --> 01:20:28.000

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

01:20:28.000 --> 01:20:34.000

trafficking. In essence, it's to link the

01:20:34.000 --> 01:20:40.000

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

01:20:40.000 --> 01:20:45.000

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

01:20:45.000 --> 01:20:49.000

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

01:20:49.000 --> 01:20:51.000

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

01:20:51.000 --> 01:20:57.000

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

01:20:57.000 --> 01:21:06.000

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

01:21:06.000 --> 01:21:09.000

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

01:21:09.000 --> 01:21:26.000

provide information about specifically the communities she serves as well.

01:21:26.000 --> 01:21:30.000

>> 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 --> 01:21:54.000

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

01:21:54.000 --> 01:22:04.000

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

01:22:04.000 --> 01:22:09.000

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

01:22:09.000 --> 01:22:14.000

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

01:22:14.000 --> 01:22:18.000

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

01:22:18.000 --> 01:22:28.000

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

01:22:28.000 --> 01:22:33.000

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

01:22:33.000 --> 01:22:39.000

etc. Collaboration that is connected with

01:22:39.000 --> 01:22:45.000

language access -- next slide, please.

01:22:45.000 --> 01:22:48.000

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

01:22:48.000 --> 01:22:55.000

organizations. This is just a quick picture of about

01:22:55.000 --> 01:22:59.000

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

01:22:59.000 --> 01:23:03.000

and mental health providers, with government agencies, and other

01:23:03.000 --> 01:23:19.000

organizations. If you look at the other organizations

01:23:19.000 --> 01:23:24.000

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

01:23:24.000 --> 01:23:29.000

times human trafficking survivors call, they ask for housing.

01:23:29.000 --> 01:23:37.000

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

01:23:37.000 --> 01:23:44.000

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

01:23:44.000 --> 01:23:47.000

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

01:23:47.000 --> 01:23:52.000

And when -- you talk more with the

01:23:52.000 --> 01:23:58.000

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

01:23:58.000 --> 01:24:04.000

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

01:24:04.000 --> 01:24:14.000

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

01:24:14.000 --> 01:24:20.000

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

01:24:20.000 --> 01:24:25.000

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

01:24:25.000 --> 01:24:32.000

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

01:24:32.000 --> 01:24:36.000

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

01:24:36.000 --> 01:24:41.000

themselves as. In my experience, survivor will call

01:24:41.000 --> 01:24:47.000

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

01:24:47.000 --> 01:24:50.000

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

01:24:50.000 --> 01:24:56.000

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

01:24:56.000 --> 01:25:02.000

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

01:25:02.000 --> 01:25:08.000

work. Very important here, bottom left --

01:25:08.000 --> 01:25:17.000

lower left is working with the community organization or community

01:25:17.000 --> 01:25:21.000

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

01:25:21.000 --> 01:25:27.000

community, also Mexican consulate work closely with us.

01:25:27.000 --> 01:25:34.000

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

01:25:34.000 --> 01:25:41.000

violence survivors of human trafficking probably tell their friends and their

01:25:41.000 --> 01:25:44.000

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

01:25:44.000 --> 01:25:53.000

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

01:25:53.000 --> 01:25:56.000

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

01:25:56.000 --> 01:26:04.000

organizations. They need to know who we are first.

01:26:04.000 --> 01:26:07.000

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

01:26:07.000 --> 01:26:14.000

they actually are eyes and ears in the community.

01:26:14.000 --> 01:26:19.000

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

01:26:19.000 --> 01:26:20.000

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

01:26:21.000 --> 01:26:35.000

other folks. Next slide, please.

01:26:35.000 --> 01:26:38.000

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

01:26:38.000 --> 01:26:44.000

Language access, work with other

01:26:44.000 --> 01:26:50.000

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

01:26:50.000 --> 01:26:57.000

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

01:26:57.000 --> 01:27:01.000

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

01:27:01.000 --> 01:27:04.000

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

01:27:04.000 --> 01:27:11.000

important to talk about the scope of work.

01:27:11.000 --> 01:27:16.000

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

01:27:16.000 --> 01:27:19.000

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

01:27:19.000 --> 01:27:22.000

successful. Having a great scope of work is

01:27:22.000 --> 01:27:28.000

helpful. Sometimes when we work with another

01:27:28.000 --> 01:27:33.000

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

01:27:33.000 --> 01:27:38.000

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

01:27:38.000 --> 01:27:45.000

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

01:27:45.000 --> 01:27:50.000

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

01:27:50.000 --> 01:27:55.000

LGBT communities and people with disability communities and also with

01:27:55.000 --> 01:27:57.000

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

01:27:57.000 --> 01:28:05.000

Sometimes the traffickers are also connected with people in the

01:28:05.000 --> 01:28:10.000

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

01:28:10.000 --> 01:28:21.000

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

01:28:21.000 --> 01:28:27.000

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.

01:28:32.000 --> 01:28:35.000

One more time. Confidentiality and safety is very

01:28:35.000 --> 01:28:42.000

important and language access is also important.

01:28:42.000 --> 01:28:47.000

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

01:28:47.000 --> 01:28:52.000

Do they need interpreter? Do they not need interpreter?

01:28:52.000 --> 01:28:58.000

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

01:28:58.000 --> 01:29:04.000

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

01:29:04.000 --> 01:29:06.000

about the best practices to work with people with disabilities.

01:29:06.000 --> 01:29:16.000

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

01:29:16.000 --> 01:29:23.000

questions. Thank you.

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

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

01:29:27.000 --> 01:29:30.000

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

01:29:30.000 --> 01:29:34.000

as well. But I do want to just really quickly

01:29:34.000 --> 01:29:41.000

highlight, if you have any recommendations for service providers

01:29:41.000 --> 01:29:45.000

about collaborating specifically about how nonculturally specific

01:29:45.000 --> 01:29:47.000

organizations can ensure language access is inclusive with diverse

01:29:47.000 --> 01:29:57.000

groups. I know it's different depending on the

01:29:57.000 --> 01:30:02.000

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

01:30:02.000 --> 01:30:08.000

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

01:30:08.000 --> 01:30:12.000

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

01:30:12.000 --> 01:30:18.000

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

01:30:18.000 --> 01:30:25.000

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

01:30:25.000 --> 01:30:28.000

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

01:30:28.000 --> 01:30:36.000

You know, the not so great thing that

01:30:36.000 --> 01:30:37.000

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

01:30:37.000 --> 01:30:42.000

services. That's not the case.

01:30:42.000 --> 01:30:48.000

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

01:30:48.000 --> 01:30:52.000

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.

01:30:58.000 --> 01:31:02.000

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



01:31:02.000 --> 01:31:09.000

back, you know, to work with their communities.

01:31:09.000 --> 01:31:11.000

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

01:31:11.000 --> 01:31:15.000

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

01:31:15.000 --> 01:31:18.000

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

01:31:18.000 --> 01:31:26.000

Monica. I know she wants to make sure people

01:31:26.000 --> 01:31:34.000

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

01:31:34.000 --> 01:31:38.000

Hediana and everyone that participated in this roundtable.

01:31:38.000 --> 01:31:45.000

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

01:31:45.000 --> 01:31:51.000

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

01:31:51.000 --> 01:31:57.000

communities. So thank you to Nikki, Isaira, Maria

01:31:57.000 --> 01:32:04.000

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

01:32:04.000 --> 01:32:07.000

interpreters, ASL, Spanish interpreters and captioners and everyone that

01:32:07.000 --> 01:32:13.000

participated. We will follow up with the resources,

01:32:13.000 --> 01:32:20.000

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

01:32:20.000 --> 01:32:24.000

your feedback and also request a certificate of participation if

01:32:24.000 --> 01:32:31.000

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

01:32:31.000 --> 01:32:38.000

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

01:32:38.000 --> 01:32:43.000

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

01:32:43.000 --> 01:32:46.000

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

01:32:46.000 --> 01:32:51.000

support you with resources. And thank you.

01:32:51.000 --> 01:32:55.000

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

01:32:55.000 --> 01:32:56.000

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

01:32:56.000 --> 01:32:59.000

recording, but we can still have the room open.