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>> MONICA:GOOD AFTERNOON,
GOOD MORNING, WE'LL START
IN A MINUTE. THANK YOU FOR
JOINING.

WE'LL WAIT FOR ONE MINUTE
AND START. TODAY IS OUR
STRENGTHEN DOMESTIC AND
SEXUAL VIOLENCE PROGRAMS
FOR TRAFFICKED SURVIVORS.

WE ADVISE YOU TO SHARE YOUR
LOCATIONS AND NAME IN THE
CHAT.

CLOSED CAPTIONING AND SIGN
LANGUAGE WILL BE PROVIDED
DURING THE WEBINAR SO YOU
CAN ACCESS CLOSED

CAPTIONING AS WELL. THIS
WEBINAR IS A PROJECT CALLED
BUILDING CORRESPONDENCES TO
TRAFFICKED SURVIVORS. WE
THANK YOU FOR THE CONTINUED
SUPPORT FOR THIS PROJECT.

NEXT SLIDE, WE'LL REVIEW
BRIEFLY ABOUT THIS PROJECT
THAT'S PART OF "FUTURES
WITHOUT VIOLENCE" AND WITH
THAT PROJECT, WE PROVIDE

TECHNICAL ASSISTANCE AND
ORGANIZED TRAININGS AND
WEBINARS SUCH AS THIS ONE
AND ALSO HAVE RESOURCES AND
ADVOCACY AND COLLABORATION
AND PAST RECORDED WEBINARS
AND RESOURCES ON SEVERAL
TOPICS INCLUDING CASE
MANAGEMENT, SUBSTANCE USED
AND RESOURCE MAP BEING
AVAILABLE ON OUR WEBSITE
FOR DOWNLOADING AND FOR
DISTRIBUTING WILL BE HANDED
OUT. WE'LL BE POSTED ON OUR
WEBSITE. THE NEXT SLIDE,
PLEASE. WE'LL INTRODUCE OUR
PRESENTERS. MY NAME IS
MONICA ARENAS. WE ARE
JOINED BY MY COLLEAGUE IS
VIVIAN BAYLOR AND OUR
KIRICKA YARBOUGH SMITH AND
MY SIGN LANGUAGE
INTERPRETER AND CAPTIONER.
THANK YOU FOR YOUR SERVICES
AND EVERYONE ALSO FOR
PARTICIPATING. SO, I WILL
JUST SHARE A LITTLE BIT
ABOUT OUR LEAD PRESENTER,
KIRICKA YARBOUGH SMITH. SHE

SERVES AS A CONSULTANT FOR THE OFFICE ASSISTANT OF CRIME FOR THE U.S. JUSTICE. SHE'S A CONSULTANT AND TRAINER FOR SEVERAL OTHER PROGRAMS. SHE'S A TRAINED SOCIAL WORKER AND ADDRESSES HUMAN TRAFFICKING AND INTERSECTING WITH OTHER ISSUES, INCLUDING MENTAL HEALTH, SUBSTANCE ABUSED AND DOMESTIC ABUSE AND SEXUAL VIOLENCE AND CHILD ADVOCACY. SHE ALSO SERVES AS THE CHAIRPERSON OF NORTH CAROLINA COMMISSION STANDS AGAINST HUMAN TRAFFICKING THROUGH 2014 THROUGH 2019. KIRICKA ACCESSED IN SERVICES FOR SURVIVORS OF HUMANS IN TRAFFICKING AND COMMUNITIES OF COLOR. THANK YOU, KIRICKA FOR SHARING YOUR EXPERIENCE WITH EVERYONE TODAY. SO, IN THE NEXT SLIDE, WE'LL JUST BRIEFLY REVIEW A FEW GROUP AGREEMENTS. WE WOULD LIKE TO HIGHLIGHT THAT BECAUSE

OF THE DOMESTIC AND SEXUAL
VIOLENCE, HUMAN TRAFFICKING
ARE PREVALENT, WE ASSUME
THERE ARE SURVIVORS AMONG
US. PLEASE TAKE CARE OF
YOURSELVES, IT IS OKAY TO
TAKE A LITTLE SPACE AND
TIME TO AWAY FROM ZOOM AND
HAVE SOME WATER WITH YOU.
FEEL COMFORTABLE. ALSO,
PLEASE RESPECT
CONFIDENTIALITY OF
SURVIVORS. REMEMBER THIS
SESSION IS BEING RECORDED
AND PLEASE FEEL FREE TO
SHARE IN THE CHAT AND SHARE
WITH OTHERS. WE'LL HAVE
SEVERAL OPPORTUNITIES FOR
YOU TO PARTICIPATE AND
SHARE. AND, IN THE NEXT
SLIDE, WE'LL REVIEW BRIEFLY
ALSO OF THE LEARNING
OBJECTIVES FOR THIS
SESSION. FIRST, THE SESSION
HAS THREE PARTS. THE THREE
OBJECTIVES - FIRST, WE'LL
IDENTIFY THE WAYS IN WHICH
HUMAN TRAFFICKING CAN
INTERSECT WITH DOMESTIC

VIOLENCE AND SEXUAL
ASSAULT. THEN, WE'LL REVIEW
PRINCIPLES OF EQUITY IN
SUPPORTING SURVIVORS OF
DOMESTIC VIOLENCE. THE
THIRD OBJECTIVE WE'LL
REVIEW STRATEGIES TO
SUPPORT SURVIVORS OF HUMAN
TRAFFICKING WITHIN DOMESTIC
AND SEXUAL ASSAULT
ORGANIZATIONS. WE KNOW THAT
MANY OF YOU AND THE
MAJORITY OF YOU ARE WORKING
WITH DOMESTIC AND SEXUAL
ASSAULT PROGRAMS.
YOU MAY BE FAMILIAR WITH
THIS SO WE'LL DO A BRIEF
REVIEW IN THE NEXT SLIDE,
PLEASE. WE'LL START WITH A
REVIEW OF THE
INTERSECTIONS. WE HAVE HERE
IS OUR CHART THAT SHOWS
LIKE THE DIFFERENT
INTERSECTIONS AND
VULNERABILITY THAT PEOPLE
HAVE AND FACED THAT LEAVES
THEM TO BEING TRAFFICKED.
DOMESTIC VIOLENCE AND
SEXUAL ASSAULT, TRAFFICKING

IS ABOUT POWER AND CONTROL
AND EXPLOITATION OF PEOPLE
PARTICULARLY WOMEN AND
CHILDREN. WE'LL NOT SEE
DOMESTIC AND SEXUAL
VIOLENCE IN HUMAN
TRAFFICKING HAPPENING IN
ISOLATION FROM EACH OTHER.
RATHER SURVIVORS HAVE MANY
INTERSECTIONS WITH OTHER
LAYERS OF TRAUMAS AND
DIFFERENT EXPERIENCES AND
CIRCUMSTANCES. SO, WE KNOW
HERE SOME OF THE
INTERSECTIONAL AND MICRO
LEVELS OF TRAUMAS PRESENT
IN THE GRAPH. MANY TIMES
PART OF THE SEXUAL
EXPLOITATIONS AND LABOR
EXPLOITATIONS, INCLUDING
POVERTY, LACK OF HOUSING,
LOW ACCESS TO HEALTHCARE.
SO, TRAFFICKING IS ROOTED
IN THERE OF ALL THE
INTERCONNECTS OF THE SYSTEM
OPPRESSION AND MAKING
PEOPLE VULNERABLE FOR
EXPLOITATION AND
TRAFFICKING. KIRICKA WILL

HIGHLIGHT A FEW OF THOSE
LATER ON IN THE SESSION.
AND, SO, IN THE NEXT SLIDE,
WE PLEASE TO ASK YOU TO
PLEASE SHARE SOME OF THE
POSSIBLE SIMILARITIES
BETWEEN THE EXPERIENCES OF
DOMESTIC VIOLENCE, SEXUAL
ASSAULT, AND HUMAN
TRAFFICKING SURVIVORS. WHAT
THEIR EXPERIENCE IS AND
WHAT YOU SEE AND THINK
ARE -- THE SIMILARITIES.
ISOLATION, SHAME, CONTROL,
FEAR, ANXIETY.
MANIPULATION -- YES, THAT'S
SIMILAR TO DOMESTIC
VIOLENCE SURVIVORS.
PSYCHOLOGICAL CONDITIONING
AND LOW SELF-ESTEEM. TRUST
AND ATTACHMENT TO THE
ABUSER, DEPRESSION,
ISOLATION AGAIN AND ONLY
AND LANGUAGE ACCESS. YES,
ALL OF THOSE THINGS ARE
AND OVERLAP. WE SEE ALSO
THAT VULNERABILITY TAKING
ADVANTAGE OF VULNERABILITY.
YES, WE SHARED EARLIER.

ALSO, WE SEE DEAF PEOPLE,
THE LACK OF LANGUAGE ACCESS
FOR THE DEAF COMMUNITY.
POVERTY THAT WAS MENTIONED
EARLIER. ISSUES WITH
SELF-IDENTITY AND REACHING
PERSONAL BOUNDARIES, AND
IMMIGRATION STATUS. YES,
THANK YOU FOR SHARING.
THE NEXT SLIDE WE HIGHLIGHT
MANY OF THESE ISSUES THAT
YOU JUST MENTIONED
INCLUDING THE SIMILARITIES
OF PHYSICAL VIOLENCE THEY
EXPERIENCE, POWER AND
CONTROL AND OFTEN SEVERE
PSYCHOLOGICAL TRAUMA. ALSO,
THE CHALLENGES OR FEAR OF
EMBARRASSED OF LEAVING THE
SITUATION AND BRINGING INTO
THEIR COMMUNITY. ALSO,
EXPERIENCES A SIGNIFICANT
ECONOMIC AND IN-FINANCIAL
ABUSE. ALSO, HAVE SIMILAR
NEEDS AND BASIC NEEDS FOR
SAFETY PLANNING AND THEY
ALSO MAY BE DISCONNECTED
FROM THEIR FAMILY OR
COMMUNITY AND TRAFFICKERS

MAY TAKE ADVANTAGE OF THAT
AND ALSO MAY BE THE ONLY
PERSON THAT THEY KNOW,
INCREASING ISOLATION AND
INDEPENDENCY. THE NEXT
SLIDE IS WE HAVE A REVIEW
OF REASONS WHY SURVIVORS GO
THROUGH DOMESTIC VIOLENCE
AND SEXUAL ASSAULT PROGRAMS
FOR SERVICES. FIRST, THE
MAJORITY OF PARTICIPANTS OF
DOMESTIC AND ASSAULT
PROGRAMS, YOU ARE FAMILIAR
WITH THAT AND WHY SURVIVORS
ARE SEEKING FOR SUPPORT. IN
RURAL COMMUNITIES, YOUR
PROGRAM AND ORGANIZATION
MAY BE THE ONLY CRISIS OR
SERVICES OF AGENCIES THAT
ARE AVAILABLE FOR SUPPORT.
ALSO, SURVIVORS MAY NOT
KNOW ABOUT THEIR LEGAL
RIGHTS OR THAT THEY ARE
BEING TRAFFICKED. THEY MAY
NOT TRUST LAW ENFORCEMENT
OR DON'T WANT TO GO TO
OTHER SERVICES. THAT'S KIND
OF AN OVERVIEW INTRODUCTION
OF THE INTERSECTIONS AND

NOW KIRICKA WILL DISCUSS
MORE ABOUT EQUITIES AND IN
EQUITIES THAT SURVIVORS
FACED. I WILL TURN IT OVER
TO KIRICKA.

>> KIRICKA: THANK YOU,
MONICA, I APPRECIATE IT.
GOOD MORNING AND AFTERNOON,
DEPENDING ON WHERE EVERYONE
IS. IT IS A PERFECT SEGWAY
LOOKING INTO INEQUITIES. A
LOT OF SURVIVORS REFER TO
DOMESTIC VIOLENCE AND
SEXUAL ASSAULT
ORGANIZATIONS, DUE TO THE
FACT THAT YOU ARE OUT IN
THE COMMUNITY AND YOU ARE
DOING THE WORK. IT MAY NOT
BE SPECIFIC TO HUMAN
TRAFFICKING BUT YOU ARE THE
FACE THAT PEOPLE SEE IN
LOCAL COMMUNITIES. YOU ARE
DOING OUTREACH AND WORKING
SPECIFICALLY WITH ALL TYPES
OF SURVIVORS BUT ALSO
HELPING THEM WITH
RESOURCES. SO, A LOT OF
TIMES YOU ARE GOING TO BE
THE INITIAL CONTACT BECAUSE

PEOPLE MAY NOT EVEN HAVE
OTHER AGENCIES IN THEIR
LOCAL COMMUNITY THAT THEY
KNOW OR TRUST. AND SO WHEN
WE ARE THINKING ABOUT
EQUITY, I ALWAYS LOVE THIS
IMAGE AND I AM SURE MOST OF
YOU HAVE SEEN THIS IMAGE
BUT LOOKING AT THE
DIFFERENCE BETWEEN EQUITY
AND INEQUALITY IS. FOR A
LONG TIME, WE TALK A LOT
ABOUT MAKING SURE THAT THE
SERVICES WE DELIVER TO
SURVIVORS ARE EQUAL. WE
HAVE LEARNED OVER THE
COURSE OF TIME THAT
EQUALITY AND EQUITY ARE SO
DIFFERENT. JUST BECAUSE IT
IS EQUALLED, DOES NOT MAKE
IT FAIR AND DOES NOT MAKE
IT EASIER FOR SOMEONE TO
ACCESS YOUR SERVICES. WHEN
WE ARE LOOKING AT INEQUITY,
WE ARE LOOKING AT BARRIERS.
WE ARE THINKING ABOUT WHAT
ARE SOME OF THOSE THINGS
THAT MAKING US VULNERABLE
OR SUSCEPTIBLE TO

TRAFFICKING AND DURING
TRAFFICKING, WE ARE
THINKING ABOUT WHAT DOES IT
LOOK LIKE WHEN WE ARE
THINKING OF STEREOTYPES AND
PERCEPTIONS THAT PEOPLE
HAVE IN SOCIETY ABOUT
TRAFFICKERS AND WHAT
PERPETRATORS MAY LOOK LIKE
AND WHO THEY MAY BE. AND
ALSO THINKING ABOUT WHEN
PEOPLE ARE ACCESSING
SERVICES. OH, I HAVE NOT
SEEN THAT. I WAS READING
LINDA'S COMMENT ABOUT THE
ONE WHERE THE FENCE IS
MOVED AND IT IS CALLED
COLORATION, I LOVE THAT. I
AM LOOKING FORWARD TO SEE
THAT ONE. ALSO, ONE OF THE
THINGS WE'LL TALK ABOUT
TODAY IS LOOKING AT SOME OF
THOSE SERVICE PROVIDER
BIASES. WHAT IS THAT
EXPERIENCE THAT A SURVIVOR
IS DEALING WITH EVEN AFTER
THE TRAFFICKING AND LOOKING
AT AFTER CARES
SPECIFICALLY. NEXT SLIDE?

IF WE ARE TALKING ABOUT
INEQUALITY AND EQUITY AND
WHAT IT LOOKS LIKE. ONE OF
THE THINGS WE WANT TO MAKE
SURE IS WE ARE FULLY USING
THE DEFINITION IN WHICH WE
CHOOSE TO DO THIS WORK
WHICH IS REALLY TO THINK
ABOUT IN ORDER TO BE REALLY
EFFECTIVE. WE HAVE TO
FIGURE OUT A COMPREHENSIVE
APPROACH TO REALLY PROTECT
AND MOSTLY TO PREVENT
RACIAL INJUSTICE AND MAKING
SURE THAT WE ARE MAKING
SURE THINGS ARE EQUITABLE
ACROSS POLICIES AND
PROGRAMS. THIS DEPARTMENT
IS REALLY LOOKING AT HOW
SURVIVORS AND OTHER EXPERTS
HAVE FOUND THAT A LOT OF
TIMES IN-GRAINED, RACIAL,
GENDER, BIASES AND
STEREOTYPES, CREATED IN A
WAY TO DEHUMANIZE A LOT OF
COMMUNITIES. THAT CAUSES US
TO THEN ALMOST SEE WHERE
PEOPLE ARE JUSTIFYING, THE
EXPLOITATION AND EXCLUSION

OF CERTAIN CULTURES AND
CERTAIN GROUPS, RIGHT?
THAT'S WHAT WE REALLY WANT
TO MAKE SURE THAT WE HAVE
AN EQUITY LENS WHEN WE ARE
TALKING ABOUT THIS ISSUE,
AND ENSURING THAT PEOPLE
HAVE EQUAL AND EQUITABLE
ACCESS. ONE OF THE THINGS I
ALWAYS TALK ABOUT WHEN WE
ARE DOING TRAINING
SPECIFICALLY WITH LAW
ENFORCEMENT AND COURT
ADVOCATES. PEOPLE WHO ARE
NOT ON THAT ADVOCACY SIDE
OF WORK IS THAT YOU
TYPICALLY ARE GOING TO FIND
WHAT YOU ARE LOOKING FOR.
SO, IF YOU HAVE A
STEREOTYPE OF MOST
TRAFFICKERS BEING BLACK AND
BROWN, YOU ARE GOING TO
FIND MORE BLACK AND BROWN
TRAFFICKERS, RIGHT? AND IF
YOU HAVE A CERTAIN
STEREOTYPE OF WHAT AN
ACTUAL TRAFFICKING SURVIVOR
MAY LOOK LIKE, THAT'S WHO
YOU ARE GOING TO FIND. SO,

WHAT HAPPENS THEN IS WE
MISS SO MANY SURVIVORS AND
SO MANY PERPETRATORS
BECAUSE WE ARE LOOKING FOR
THIS SPECIFIC MODEL OR
IMAGE THAT WE HAVE SEEN IN
THE MEDIA. I SEE JULIA JUST
MENTIONED AS A LEGAL
ADVOCATE, MANY SURVIVORS
DON'T WANT MUCH TO DO WITH
LAW ENFORCEMENT. E WE SEE
THIS AS SOMETHING THAT'S
SUPER COMMON. IT IS A LOT
OF PIECES, AND WE'LL TALK
MORE ABOUT LAW ENFORCEMENT
INVOLVEMENT WITH SURVIVORS
AND YOU KNOW WE HAVE HAD SO
MANY SURVIVORS WHO ARE
FEARFUL OF LAW ENFORCEMENT
AND NOT ALWAYS BECAUSE OF
THEIR TRAFFICKING
SITUATIONS, BUT IT MAY BE
BECAUSE THEY ARE FROM
ANOTHER COUNTRY AND THE WAY
LAW ENFORCEMENT WORK THERE.
IF YOU ARE IN A
NEIGHBORHOOD, FRANCIS IS A
PERSON OF COLOR, LAW
ENFORCEMENT IN OUR

COMMUNITIES LOOK DIFFERENT,
SO, FIGURING OUT A LOT OF
TIMES HOW DO WE WORK WITH
OUR LAW ENFORCEMENT TO
ENSURE THAT WE HAVE A
DIVERSITY AND SORT OF
EQUITY IN INCLUSION LENS
WHEN WE ARE DOING THIS WORK
IS GOING TO BE CRITICAL TO
EVEN YOUR WORK IN ADVOCACY.
THANKS FOR PUTTING THAT UP,
JULIA. NEXT SLIDE? SO, I
WILL MENTION THIS BRIEFLY
BUT I WILL HIGHLIGHT THIS
IN PARTICULAR AS WE THINK
OF SOME OF THOSE INEQUITIES
BEFORE TRAFFICKING OCCURS.
WE ARE LOOKING AT WHAT ARE
SOME OF THOSE THINGS THAT
REALLY CAUSE PEOPLE TO
HAVE, YOU KNOW, TO BE MORE
SUSCEPTIBLE TO HUMAN
TRAFFICKING. WE THINK OF
POVERTY. IF YOU ARE LACKING
BASIC RESOURCES, A LOT OF
TIMES THERE ARE A LOT OF
THINGS THAT YOU MAY BE
WILLING TO DO OR FEEL LIKE
YOU HAVE TO DO BECAUSE YOU

DON'T HAVE THOSE BASIC
RESOURCES OR YOU ARE IN A
SITUATION WHERE YOU JUST
NEED FOOD OR YOU NEED
CLOTHING OR SHELTER. SO,
PEOPLE EXPLOIT THAT, RIGHT?
ALSO THINKING OF THE HIGH
RATES OF DISCRIMINATION. WE
SEE IT SO MUCH WHEN PEOPLE
ARE BEING DISCRIMINATED
AGAINST. ONE OF THE FIRST
THINGS I KNOW SO MANY
CLIENTS THAT I HAVE TALKED
TO OVER THE YEARS SAID IS
"WHO'S GOING TO BELIEVE
ME?"

IT IS THEIR WORDS AND NOT
MINE. AND I KNOW AND IT IS
SUCH A THING. ALSO, AS WE
ARE TALKING ABOUT IT IN AN
ADVOCACY LENS, ALTHOUGH I
AM GOING TO HIGHLIGHT IT
LATER. I WANT TO POINT OUT
THAT WE WANT TO THINK ABOUT
THE FACT THAT SOME VICTIMS
ACTUALLY REALLY DO WANT TO
WORK WITH LAW ENFORCEMENT.
IT IS NOT JUST A LAW
ENFORCEMENT THING. IT IS A

SYSTEM BARRIER ISSUE SO
THAT COULD BE IN OUR
ADVOCACY WORK, IT COULD BE
IN LAW ENFORCEMENT CRIMINAL
JUSTICE SYSTEM. IT IS
REALLY ABOUT HOW DO WE
REMOVE SOME OF THOSE
BARRIERS AND INEQUITIES.
THAT'S SO IMPORTANT NOT
JUST TO PLACE IT ON LAW
ENFORCEMENT BECAUSE WE
SPEND A LOT OF TIME TALKING
ABOUT HOW THEY'RE NOT DOING
OR HAVING ISSUES BUT WE AS
ADVOCATES ALSO HAVE TO DO
THE INTERNAL WORK. SO, ALSO
THINK ABOUT INCREASE
EXPERIENCES OF VIOLENCE AND
TRAUMAS. NOT ONLY THINGS
THAT'S HAPPENING CURRENTLY
BECAUSE WE HAVE SEEN SOME
OF THE ISSUES THAT ARE IN
THE NEWS AND IN THE MEDIA
THAT ARE HAPPENING
CURRENTLY THAT IMPACTS THE
WAY PEOPLE ARE FEELING AND
HOW THEY ARE BEING TREATED.
WE HAVE TO THINK ABOUT
TRAUMA IN A HISTORICAL

CONTEXT AND WHAT'S
HAPPENING TO BRING US TO
THIS POINT? I SEE ELEANOR
MENTIONING THE GREATER
NEEDS HIGHER THAN THE
RISKS. ABSOLUTELY. THAT'S
WHY WHEN WE ARE SPENDING A
LOT OF TIME TALKING ABOUT
MARGINALIZED COMMUNITIES
AND WHAT IT LOOKS LIKE FOR
CERTAIN GROUPS, WE HAVE TO
THINK ABOUT THAT. I USUALLY
IS A PERSON WHO I SEE A LOT
OF PEOPLE TALK ABOUT ACES,
THE ADVERSE CHILDHOOD
EXPERIENCES. A LOT OF TIME
WE SPEND A LOT OF TIME
TALKING ABOUT ACES AND HOW
PEOPLE ARE MORE VULNERABLE
IF THEY HAVE A HIGHER LEVEL
OF ACES. I AM A PERSON WHO
REALLY SAYS THAT. THAT'S
GREAT, WE WANT TO KNOW THAT
PEOPLE HAVE BEEN EXPOSED A
LITTLE BIT MORE TO CERTAIN
EXPERIENCES THAT MAY PUT
THEM AT HIGHER RISK.
HOWEVER, WE WANT TO BE
CAREFUL THAT WE ARE NOT

TAKING PEOPLE'S SITUATIONS
AND CIRCUMSTANCES OF THEIR
RACE OR SOCIO-ECONOMIC
STATUS OR LITERACY AND
MAKING THEM FEEL BAD ABOUT
THAT. SAYING YOU ARE MORE
EXPOSED TO VIOLENCE BECAUSE
YOU DON'T HAVE OR YOU ARE
OF THIS SPECIFIC GROUP. IT
IS IMPORTANT TO THINK ABOUT
HOW WE ARE REFRAMED O THE
WAY WE TALK ABOUT THIS
ISSUE AND NOT MAKING PEOPLE
FEEL BAD ABOUT WHO THEY ARE
AND WHERE THEY COME FROM. I
SEE JENNIFER MENTIONING SO
MANY DISPARITIES IN THE
CRIMINAL COURT SYSTEM.
ABSOLUTELY. I THINK THIS
VIDEO, WE ARE GOING TO SHOW
A SURVIVOR TALKING ABOUT
HER STORY AND KIND OF HER
EXPERIENCE THAT SHE'S
TRYING TO TALK TO OTHER
PEOPLE WHAT SHE'S GOING
THROUGH. WE'LL TAKE A
MINUTE AND WATCH A PORTION
OF THIS VIDEO AND I AM
GOING TO COME BACK AND TALK

ABOUT IT.

>> [VIDEO]

>> VIDEO: CAN YOU TELL ME
YOUR EXPERIENCE DEALING
WITH THE GOVERNMENT CARE
SYSTEM?

>> EVERY KID THAT I KNOW
WAS IN FOSTER CARE THAT ARE
A VICTIM AND THINGS LIKE
THAT, THEY NEVER REALLY
WENT TO A FOSTER HOME. THEY
WENT TO LIVE WITH A
BOYFRIEND OR WENT TO DO
THAT OR YOU KNEW HOW TO
SURVIVE. CHILDREN THAT'S IN
THE FOSTER CARE SYSTEM, WE
DON'T KNOW WHERE WE ARE
SUPPOSED TO BE. IT IS LIKE
LITERALLY, YOU DON'T KNOW
WHERE YOU ARE SUPPOSED TO
BE. OKAY, I WAS HERE LAST
BUT WHEN I WENT BACK THERE,
SHE TOLD ME SHE DON'T HAVE
ROOM ANYMORE. IT IS LIKE,
DO I GO TO THE SOCIAL WORK?
IF YOU WENT AWAY FROM YOUR
FOSTER HOME OR WENT AWAY
FROM ANYTHING, YOU ARE
CONSIDERED A RUN AWAY

YOUTH, WHICH YOU CAN GET
ARRESTED FOR.

>> VIDEO: RIGHT.

>> VIDEO: NO ONE KNEW WHOSE
CASE IT BELONG TO?

>> VIDEO: DO YOU KNOW HOW
MANY TIMES?

>> VIDEO: PROBABLY FIVE OR
SIX TIMES. IT IS JUST TOO
MANY CASES. I WOULD TELL
THAT NO ONE IS IN THE HOUSE
OR WE GOT TO GO OUT THERE
AND HAVE SEX OR -

>> VIDEO: YOU WOULD TELL?

>> VIDEO: YEAH, THIS PERSON
WAS TRYING TO RAPE ME. I
WAS THE TELLER BUT EVERYONE
THOUGHT I WAS CRAZY. THAT'S
WHAT THEY DO IN FOSTER
SITUATION. OKAY, YOU ARE
THIS OR YOU ARE SUFFERING
FROM THIS. THAT'S WHY YOU
ARE SAYING THIS. THAT'S WHY
YOU ARE MAKING THIS UP
BECAUSE YOUR MIND.

>> VIDEO: DO YOU FEEL LIKE
THE PEOPLE WHO YOU ARE
WORKING WITH IN THE SYSTEM
LABELING YOU AS A BAD KID

AND HAD SOMETHING TO DO
WITH HOW YOU WERE BEING
EXPLOITED AS WELL?

>> VIDEO: YEAH, I FEEL LIKE
THEM LABELING ME MADE ME
UNBELIEVABLE. EVEN WHEN YOU
FOUND ME AT HOTELS, WHAT DO
YOU THINK IS HAPPENING?

>> VIDEO: HOW DO YOU FEEL
GOVERNMENT CARE IN THE
SYSTEM MAKE KIDS MORE
VULNERABLE TO BE
TRAFFICKED?

>> VIDEO: I THINK THE ONLY
WAY THEY ARE VULNERABLE IS
YOU ARE NOT GIVING THEM THE
ESSENTIAL SKILLS THEY NEED
AND WHAT THIS IS ABOUT.
THEY NEVER HAD A HOME. YOU
NEVER HAD LOVE, FAMILY, SO
YOU ARE OUT MEETING THESE
PEOPLE THAT - I PROMISE YOU
I AM GOING TO GIVE YOU THIS
OR THAT AND YOU HAD NOTHING
TO BELIEVE THIS. YOU NEVER
HAD SOMEONE TO GROW YOUR
SELF-ESTEEM.

>> VIDEO: DO YOU FEEL KIDS
IS AN EASY TARGET?

>> VIDEO: YEAH. KIDS ARE NOT PROVIDED WITH LOVE AND CARE.

>> [END OF VIDEO]

>> KIRICKA: THERE ARE A LOT OF THINGS TO THINK ABOUT. ONE OF THE THINGS TO THINK ABOUT AND IF YOU DON'T MIND TYPE IN THE CHAT ABOUT SOME THOUGHTS ABOUT THIS. WE ARE THINKING ABOUT HOW WE WANT TO ENSURE THAT WE ARE MEANINGFULLY INVOLVING SURVIVORS ALONG THE WAY WHEN WE ARE DOING THIS WORK. WE WANT TO MAKE SURE AND I THINK ASHLEY'S STORY IS SO IMPORTANT TO KIND OF HIGHLIGHT THIS. WE WANT TO MAKE SURE THAT WE ARE NOT JUST INVOLVING THEM IN THEIR CASE BUT WE ARE ALSO INVOLVING THEM WHEN WE ARE THINKING ABOUT DEVELOPING PROGRAMMING, WE WANT TO THINK ABOUT THAT WHEN WE ARE PLANNING A LOT OF THE EVENTS AND OUTREACH AND THINGS THAT WE ARE DOING.

REALLY ASKING THEM WHAT
THEIR OPINIONS ARE AND WHAT
THEIR EXPERIENCES ARE AND
NOT THEIR EXPERIENCES BEING
TRAFFICKED BUT WHAT ARE
THEIR EXPERIENCES WITH THE
SYSTEM OF THE WORK WE ARE
DOING WITH THEM, RIGHT?
BECAUSE WHO KNOWS BETTER
THAN A SURVIVOR OF WHAT
THEY HAVE EXPERIENCED AND
WHAT WORKS AND WHAT DOES
NOT WORK? I THINK IT IS
IMPORTANT TO HEAR WHAT
ASHLEY SAID BECAUSE
NUMEROUS TIMES SHE TRIED TO
TELL PEOPLE, BUT BECAUSE
THERE WAS THIS LABEL SORT
OF ALREADY PLACED ON HER
FOR SO MANY REASONS, PEOPLE
DIDN'T AUTOMATICALLY
BELIEVE HER. AND SO IT IS
IMPORTANT TO THINK ABOUT
HOW DO WE ENSURE THAT
SURVIVORS VOICES ARE BEING
HEARD AS WE DO THIS WORK.
NEXT SLIDE. REALLY THE
PURPOSE OF THIS ONE IS
REALLY TO KIND OF, WE WANT

YOU TO LOOK AT THIS VIDEO
BUT TO ALSO THINK ABOUT
ASHLEY AND HER STORY. THINK
ABOUT WHAT ARE SOME OF
THOSE INEQUITIES THAT SHE
WAS EXPERIENCING WHILE
BEING TRAFFICKED. SO, I AM
GOING TO KIND OF GO THROUGH
THIS SLIDE. PLEASE FEEL
FREE TO TYPE IN THE CHAT OF
WHAT ARE SOME OF THE THINGS
YOU NOTICE WHERE INEQUITIES
WERE BARRIERS THAT ASHLEY
FACED AS SHE WAS GOING
THROUGH HER TRAFFICKING
SITUATION. I SEE LORAIN
MENTIONED ABOUT CONSISTENCY
IS VERY IMPORTANT. THAT'S
ONE OF THE BIGGEST THINGS
IS THINKING ABOUT
CONSISTENCY AND NOT MAKING
PROMISES THAT YOU CAN'T
KEEP BECAUSE THAT'S
SOMETHING THAT SURVIVORS
HAVE EXPERIENCED THE WHOLE
TIME, RIGHT? I HAVE SEEN
SOME INFORMATION OF ACCESS
TO SERVICES AND BEING IN
FOSTER CARE AND RACE. SHE

WAS EASILY BEING DISMISSED
AND SWITCHED FROM SOCIAL
WORKER TO SOCIAL WORKER.
REALLY LOOKING AT HOW NOT
BEING THE LEAD BECAUSE OF
HER AGE. PEOPLE NOT TALK TO
HER AND NOT COMMUNICATING
WITH HER, BEING BELIEVED
AND SEEN BELIEVED -- HOW
SHE'S BEING LABELED. I
THINK ONE THING I KEEP
SEEING A LOT OF PIECES COME
UP ABOUT PEOPLE REALLY
BLAMING HER AND NOT
BELIEVING HER, AND BEING
LABELED IN NOT TALKING TO
HER ABOUT WHAT WAS
HAPPENING WITH HER. I THINK
IT IS HUGE BECAUSE I
REMEMBER A COUPLE OF
SURVIVORS THAT WE HAVE
WORKED WITH OVER THE YEARS
BUT ALSO DID I KNOW
PERSONALLY HAVE TALKED
ABOUT HOW OFTENTIMES MONEY
WAS BEING EXCHANGED FOR
THEM WHEN THEY WERE IN
FOSTER CARE, CHILD WELFARE
AND NO ONE WAS TALKING TO

THEM.

THEY WERE JUST BEING TOLD
THEY HAD TO GO TO THIS NEW
FOSTER HOME. SOMEONE WAS
GIVING MONEY FOR THEM TO
COME THERE. EVENTUALLY,
THEY WERE SWITCHED TO
ANOTHER FOSTER HOME OR
ANOTHER FAMILY AND THEY
WERE BEING GIVEN MONEY FOR
THEM TO GO THERE.

WHEN THE TRAFFICKER ASKS
THEM TO DO THE SAME THING,
WHY DID IT FEEL ANY
DIFFERENCE FOR THEM. WE
CREATE THIS SYSTEM AND IT
MAKES IT REALLY WHERE WE
ARE TRYING TO AND WE FEEL
LIKE WE ARE DOING RIGHT BY
THE SURVIVORS BUT IN
ACTUALLY WE ARE DOING MORE
HARM BECAUSE WE ARE NOT
TAKING TIME TO COMMUNICATE
AND TALK TO THEM AND
EXPLAIN TO THEM WHAT'S
HAPPENING. AS YOU CAN SEE
ASHLEY TRULY UNDERSTOOD
WHAT WAS HAPPENING TO HER
BUT NO ONE WAS LISTENING. I

SEE A LOT ABOUT NOT BEING
HEARD. PEOPLE TALKING AT
THEM AND NOT TO THEM.
THAT'S THE BIGGEST THING.
ONE OF THE THINGS IS
LIMITED RESOURCES WHEN WE
ARE THINKING OF CULTURE AND
LINGUISTIC INAPPROPRIATE.
WHETHER WHEN I AM DOING A
SITE VISIT OR COMING IN FOR
CONSULTATIONS ABOUT VARIOUS
THINGS, ONE OF THE THINGS
THAT I WILL LOOK AT IS WHAT
HAIR CARE PRODUCT DO YOU
HAVE.
WHEN YOU ARE THINKING OF
PERSONAL CARE AND YOU ARE
REALLY WORKING WITH
SURVIVORS AND YOU HAVE A
RARE DIVERSE GROUP OF
SURVIVORS WHO COME INTO
YOUR SHELTER, ARE YOU
THINKING OF THE DIFFERENT
HAIR TYPES OR THE DIFFERENT
TYPES OF FOOD PEOPLE EAT.
THEY SHOULD NOT BE EXPECTED
TO FALL IN LINE WITH
WHATEVER YOU ARE DOING OR
USE WHATEVER YOU HAVE IT.

THEY ARE AVAILABLE BECAUSE
THAT'S WHAT THEY WERE DOING
IN THE TRAFFICKING
SITUATION. IT IS IMPORTANT
TO THINK ABOUT THAT AND
ASHLEY TALKS ABOUT THE
SECOND BULLET AND EVERYONE
HIGHLIGHTED THAT, WHICH IS
FEAR OF NOT BEING BELIEVED
AND WHEN THAT'S BEING
PROVEN THROUGH, THAT'S WHAT
HAPPENED. SOMEONE MENTIONED
ABOUT BEING GROOMED. WHEN
YOU FEEL LIKE NO ONE IS
BELIEVING YOU THEN YOU ARE
BEING DISMISSED EASILY. WHY
DO I BOTHER TO HAVE THIS
CONVERSATION BECAUSE NO ONE
ELSE IS GOING TO BELIEVE ME
AS WELL.

ABSOLUTELY. THINK ABOUT
INCREASING EXPERIENCE FOR
CRIMINALIZATION ACTIVITIES
THAT OCCURRED AS A RESULT
OF TRAFFICKING.

IF WE HAVE SEEN SO MANY
TIMES THEY HAVE BEEN
ARRESTED FOR SHOPLIFTING OR
PANHANDLING AND WE THINK OF

PROSTITUTION AS A CHARGE.
WE DON'T THINK OF SOME OF
THOSE THINGS AND LOOKING AT
HOW THOSE CRIMINALIZATION
ARE SIMPLY -- I NEEDED FOOD
TO EAT BECAUSE MY
TRAFFICKER WAS NOT FEEDING
ME. IT IS HARDER TO WORK
WITH OR PEOPLE TO GET
ESPUNGED. I AM THINKING OF
RAMADAN AND SURVIVORS AND
FOOD AT DIFFERENT TIMES AND
THINKING ABOUT REMEMBER
VICTIMS ARE HUMANS FIRST
AND GIVING THEM THE ABILITY
TO RECLAIMING THEIR CHOICES
AND ABILITY. WE CAN'T TAKE
CHOICES FROM SURVIVORS AND
EXPECT THEM TO WORK WITH US
WHEN THAT'S WHAT'S BEEN
DONE TO GET THEM IN THE
TRAFFICKING SITUATION,
ABSOLUTELY.
THE LACK OF UNDERSTANDING
IN THE SYSTEM AND FEAR THAT
THEIR OWN SYSTEM WOULD PUT
THE PERSON WHEN THEY WANT
TO SPEAK FOR THEMSELVES AND
NOT FEEL LIKE THEY CAN

REALLY TAKE ACCOUNTABILITY
FOR WHAT THOSE SYSTEMS LAG.
I AM SEEING A LOT OF REALLY
GOOD COMMENTS, PLEASE KEEP
IT COMING. I SEE BEING
CRIMINALIZED AND FORCED TO
BE ON THE SRO EVEN AS A
MINOR. I THINK THIS IS A
HUGE ONE AS WELL. BECAUSE
WHILE WE ARE TALKING ABOUT
MAKING SURE -- WE WANT TO
ALSO THINK ABOUT IF YOU
DON'T HAVE ANYONE ON STAFF
WHO REPRESENTS OR I FEEL
LIKE REPRESENTS ME, LOOKS
LIKE ME, SPEAKS THE SAME
LANGUAGE AS ME, ANY OF
THOSE THINGS, THEN WHY
WOULD I FEEL LIKE YOU WOULD
BE ABLE TO WORK WITH ME OR
UNDERSTAND WHERE I AM. I
SEE SOMEONE ASKING A
QUESTION RELATED TO
TRAFFICKING. A LOT OF
PEOPLE DON'T KNOW WHAT
THOSE QUESTIONS ARE THAT
THEY SHOULD BE ASKING. WE
CAN GO TO THE NEXT SLIDE. I
THINK THAT'S A REALLY BIG

THING. EVEN AS A PROVIDER,
IF YOU KNOW THAT YOU HAVE A
SURVIVOR IN FRONT OF YOU
AND YOU ARE OFFERING THEM
THINGS, YOU WANT TO MAKE
SURE YOU DON'T SAY WHAT
WOULD YOU LIKE TO DRINK. IF
YOU ONLY HAD WATER,
MOUNTAIN DEW OR SWEET TEA
OR WHATEVER. IF I SAY I
WANT A SPRITE AND YOU DON'T
HAVE THAT. I WANT COFFEE
AND YOU DON'T HAVE THAT. IT
IS ANOTHER WAY. IT SEEMS
SIMPLE BUT YOU ARE
DISAPPOINTING THAT
SURVIVOR, RIGHT? IT MAKES
IT HARD FOR ME BECAUSE I
FEEL LIKE YOU ARE
DISAPPOINTING ME AND
LETTING ME DOWN. I KNOW
ANOTHER THING. I THINK
THAT'S A BIG THING TO THINK
ABOUT WHAT IT LOOKS LIKE. I
KNOW A LOT OF TIMES IT IS
REALLY THE ATTITUDE OR
STEREOTYPE THAT WE HAVE
THAT AFFECTS OUR
UNDERSTANDING AND ACTIONS.

SOMETIMES OF THE DECISIONS
WE MAKE IT IN AND A LOT OF
TIMES IT IS UNCONSCIOUS AND
REALLY THINKING ABOUT THERE
ARE SOME REALLY
INTERNALIZED MESSAGING THAT
SOCIETY IS GIVING US. IT IS
NOT OFTEN OUR INTENT BUT IT
CAN HARM SURVIVORS AND THE
PEOPLE WE ARE WORKING WITH.
IT IS THINKING ABOUT HOW WE
ARE EVALUATING OR WHATEVER
OUR BELIEFS ARE WHETHER
THEY ARE POSITIVE OR
NEGATIVE.

AND UNDERSTAND WHAT YOUR
BIASES ARE. IT IS ABOUT
KNOWING WHAT THEY ARE AND
ACKNOWLEDGING THEM AND
FIGURING OUT HOW TO MOVE
PASS THEM OR IF THERE ARE
CERTAIN THINGS THAT YOU
CAN'T DO OR THAT YOU ARE
NOT EQUIPPED TO WORKING
WITH CERTAIN SITUATIONS
THEN YOU FIGURE OUT WHO
THAT CAN SUPPORT YOU THERE.
THERE IS NO SHAME IN
RECOGNIZING WHEN YOU HAVE

TRIGGERS OR YOU HAVE
SOMETHING THAT WAS
TRAUMATIC IN YOUR PAST THAT
KEEPS YOU FROM REALLY BEING
ABLE TO FULLY INVEST THAT
SITUATION THAT'S IN FRONT
OF YOU. IT IS SOMETHING
THAT IN HARMING A PERSON
WHEN YOU KNOW THESE THINGS
AND YOU JUST DON'T WANT TO
KIND OF LET GO BECAUSE YOU
FEEL LIKE YOU ARE THE
PERSON THAT'S IN CONTROL.
THINKING ABOUT THAT IN
PARTICULAR. SO, REALLY
THINKING OF THOSE MOMENTS
OF HIGH-STRESS AND
SUBJECTIVITY. I KNOW MINORS
ARE PUT TO THE SIDE BECAUSE
ADULTS BELIEVE THAT
CHILDREN WOULD LIE TO GET
THEIR WAY. WE SEE THAT
OFTEN, RIGHT? A LOT OF
ADULTS DON'T BELIEVE
MINORS, RIGHT? IT IS LIKE
BECAUSE YOU ARE A CHILD.
THERE IS OTHER PHRASE THAT
IT STAYS IN A CHILD'S
PLACE. THEY DON'T KNOW

WHAT'S BEST FOR THEM. THESE CHILDREN WHO HAVE BEEN TRAFFICKED OFTENTIMES HAVE BEEN IN SITUATIONS THAT ADULTS WOULD NOT BE OKAY TO BE IN. NOW, WE WANT THEM TO -- NEXT SLIDE. SO, I WAS THINKING OF IMPLICIT BIAS, WHAT ARE THE BIGGEST THINGS IS REALLY THINKING ABOUT HOW DO WE ADDRESS IT? JUST MAKING SURE WHEN YOU ARE WORKING WITH OTHER PROFESSIONALS THAT YOU REALLY ARE FIGURING OUT WHAT YOUR ROLES ARE AND I THINK ONE OF THE BIGGEST WAYS TO ADDRESS IMPLICIT BIAS IS TO FIGURE OUT WHAT YOUR ROLE IS AND WHAT YOUR AGENCY'S ROLE IS. WHILE YOU ARE AT THE TABLE AND ESPECIALLY IN COLLABORATION, HOW DO YOU WORK WITH EACH OTHER? KNOWING SOMETHING AS SIMPLE AS - I AM IN NORTH CAROLINA, I SEE QUITE A FEW PEOPLE FROM NORTH CAROLINA

IN THE WEBINAR. ONE OF THE THINGS THAT I NOTICES IS WORKING WITH OUR CHILD ADVOCACY CENTER. SEVERAL YEARS BACK, WE DID A PROJECT WITH THEM, ONE THING THAT WE DIDN'T REALIZE IS THAT SEVERAL OF THE TRIAL ADVOCACY CENTERS DO NOT NECESSARILY HAVE A 24/7 ADVOCATE ON-SITE AND RESPONDING. A LOT OF THE TIMES, WE HAD LAW ENFORCEMENT OR OTHER TEAM MEMBERS WHO ASSUMED THAT THEY HAD A 24/7 RESPONSE AND THEY WOULD SEND REFERRALS AND TAKE CALLS. SO HAVING EVERYONE TO GET IN THE ROOM AND HAVING A DISCUSSION OF WHAT'S YOUR RESPONSE PROTOCOL. ARE YOU A 24/7 RESPONDING? NO, WE CLOSE AT 5:00. SOMETHING AS SIMPLE OF HAVING THOSE DISCUSSIONS SO WE UNDERSTAND WHAT OUR ROLES ARE AND WHAT OUR CAPABILITIES ARE BUT ALSO

UNDERSTANDING OF WHAT SOME
OF THE THINGS PEOPLE THINK
MAY BE TRUE BUT ARE NOT AND
VICE VERSA AND WORKING
TOWARDS COMMON GOALS AND
WORKING RELATIONSHIPS. A
LOT OF TIMES AT LEAST FOR
ME, I REMEMBER A PERSON WHO
WAS OVER OUR FATE,
COALITION FOR HUMAN
TRAFFICKING FOR SEVERAL
YEARS, THERE WAS ALWAYS
TENSIONS BETWEEN CERTAIN
AGENCIES AND THAT WAS
BECAUSE AT SOME POINT, SOME
PERSON WHO WORK FOR ONE
AGENCY AND ANOTHER PERSON
WORKING FOR ANOTHER AGENCY
HAD AN ISSUE. EITHER A CASE
DIDN'T GO WELL OR SOMETHING
DIDN'T HAPPEN THE WAY IT
WAS SUPPOSED TO. THERE WAS
A DISAGREEMENT. THESE
AGENCIES DON'T GET ALONG
AND THEY DON'T WORK WELL
TOGETHER, RIGHT? WE JUST
HAVE NOT HAD THAT
CONVERSATION TO FIGURE OUT
WHAT WENT WRONG AND THOSE

TWO PEOPLE ARE NOT AT THESE AGENCIES ANYMORE AT THIS POINT. WE ARE STILL HOLDING THAT BIAS AGAINST THAT AGENCY BECAUSE OF SOMETHING THAT HAPPENED AND WE WERE NOT PREVIEWED TO IT AND IT MAY NOT BE THE VERSION WE HAVE IN OUR HEAD WHEN THE STORY THAT'S TOLD THREE OR FOUR OR FIVE DIFFERENT TIMES IS NOT REALLY HAPPENING, RIGHT? I SAY IT TO SAY THAT IT IS IMPORTANT TO BE PROFESSIONAL AND TO MONITOR YOUR ATTITUDE AND HAVE THOSE CONVERSATIONS WITH OTHER PROVIDERS. WHEN YOU ARE WORKING WITH OTHER PEOPLE AND THEY'RE AT THE TABLE, YOU ALL ARE COLLABORATING TO SUPPORT SURVIVORS, I CAN TELL YOU THAT IF THEY CAN FEEL THE TENSION, THE SURVIVOR CAN FEEL IT AS WELL. MAKING SURE THEY ARE COMFORTABLE. ALSO, THINKING ABOUT AS DEVIANT AGENCIES AND THE

NUMBER OF TIMES PEOPLE SAY,
WE ARE NOT EQUIPPED TO
SERVE TRAFFICKING VICTIMS.
IF YOU ARE NOT, WHO IS? YOU
ARE THE ONES THAT ARE
TRAINED IN TRAUMAS AND IN
CASE MANAGEMENT, IN
ADVOCACIES AND ALL OF THE
THINGS THAT REALLY, YOU
KNOW, SURVIVORS NEED IN
THOSE NEXT STEPS, YOU ARE
TRAINED IN THEM. I HAVE
HEARD AGENCY SAYING I AM
CONCERNED OF A TRAFFICKING
SURVIVOR BEING IN MY
SHELTER BECAUSE WHAT IF
THEY CALL THEIR TRAFFICKER?
I THINK MY RESPONSE TO THAT
IS HAVE YOU EVER HAD A
SURVIVOR WHO WAS CALLED
THEIR PERPETRATOR? IT FEELS
A LOT DIFFERENTLY BECAUSE
MEDIA HAS KIND OF
SENSATIONALLIZE THINGS.
WE DO HAVE UNIQUE NEEDS AND
WE HAVE TO PUT THINGS IN
PLACE TO ENSURE THE SAFETY
OF ALL THE PEOPLE WHO LIVE
THERE. WE WANT TO BE

CAREFUL NOT TO FEEL LIKE WE
CAN'T DO THIS WORK BECAUSE
WE ARE EQUIPPED WITH AGE
AGENCIES AND WORKING WITH
SURVIVORS. I SEE THAT
SOMEONE POSTED NETWORKING
IS SO IMPORTANT SO CLIENTS
DON'T FALL THROUGH THE
CRACK. ABSOLUTELY, FOLLOW
UP ON THE SITUATION AND
RESOURCES WITH ALL
PROVIDERS. FOLLOW-UP IS
FIRST, SECOND, THIRD. YOU
CAN ASSUME THAT THE WORK
MAY BE DONE AND IT MAY NOT
BE. SOMETIMES NOT EVERYONE
INTENTIONAL. SOMEONE ELSE
THINKS THAT SOMEONE ELSE
HAD DONE IT, RIGHT? NEXT
SLIDE? ONE OF THE THINGS WE
WANT TO HIGHLIGHT IS WE ARE
LOOKING AT EQUITY AND
LOOKING AT INCLUSION. WE
WANT TO THINK ABOUT WHAT
ARE SOME OF THOSE THINGS
THAT ARE SEEN AS OPPRESSION
IN SERVICE DELIVERY THAT
KEEPS SURVIVORS FROM FEEL
LIKE THAW CAN REALLY THRIVE

OR RECEIVE SERVICES OR
ACCEPT SERVICES, WHEN WE
ARE TRYING TO SUPPORT THEM.
SO, YOU WANT TO THINK ABOUT
THE NUMBER ONE THING THAT
WE SEE IS DYSFUNCTIONAL
RESCUING AND REALLY
THINKING ABOUT BASING
THINGS OFF OF ASSUMPTIONS
THAT SURVIVORS CAN'T HELP
THEMSELVES. WE CALL THAT
THE HELP THAT DOES NOT
ACTUALLY HELP, RIGHT?
PEOPLE DON'T NEED TO BE
RESCUED. THEY NEED
EMPOWERMENT AND RESOURCES,
SUPPORT. THEY DON'T NEED
YOU TO SAVE THEM. TO ME,
WHEN YOU ARE THINKING OF
RESCUING, YOU ARE REALLY
FOCUSED MORE ON HOW IT
MAKES YOU FEEL AS A PERSON.
WE ARE PATERNALISTIC
SOCIETY, RIGHT? WE ARE
ALWAYS HELPING AND HELP
THOSE WHO NEED AND WHY
HELPING IS GREAT, YOU DON'T
WANT US TO MOVE INTO TOO
MUCH OF THE RESCUING

MENTALITY. ANOTHER ONE FROM
THIS LIST IS REALLY BEING
CAREFUL NOT TO DENY
DIFFERENCES. HOW MANY TIMES
HAVE YOU HEARD SOMEONE SAY
OH, I DON'T SEE COLOR. BUT,
YOU NEED TO SEE IT AND YOU
NEED TO ACCEPT THAT PEOPLE
ARE DIFFERENT AND WE ARE
GOING TO HAVE DIFFERENCES
WHETHER IT IS BECAUSE OF
OUR -- ANY OF OUR
IDENTITIES. IT DOES CAUSE A
DIFFERENCE. IN ORDER TO SAY
NO, WE ARE ALL ONE AND THE
SAME. WE CAN'T HELP PEOPLE.
THAT'S THE WHOLE SORT SOFT
EQUAL VERSES EQUITY, RIGHT?
NO, WE ARE ALL THE SAME. IF
YOU TREAT ME THE SAME AND I
AM HOMELESS, I AM A PERSON
WHO MAY BE DEAF, BLIND, OR
HARD OF HEARING AND I AM
HOMELESS AND I HAVE ISSUES
WITH LITERACY AND ALL OF
THOSE THINGS.
THAT'S A PERSON WHO
GRADUATED IF COLLEGE AND
HAS A SIX-FIGURE INCOME, IT

IS GOING TO BE DIFFERENT,
THE SERVICE THAT IS I NEED
AND THE THINGS THAT I NEED
YOU TO HELP ME WITH, RIGHT?
I SEE THAT SOMEONE POSTED
THAT WE HAVE TO BE HESITANT
AND SURVIVORS CAN AND
SHOULD RECEIVE SERVICES AS
A TEAM. IT IS ABOUT THAT
TEAM WORK. IT IS NOT ONE,
THERE IS NO ONE AGENCY THAT
CAN DO THIS WORK ALONE. IF
THEY FEEL LIKE THEY CAN,
THAT'S AN ISSUE ITSELF.
NONE OF US ARE HEROES AND
SAVIORS, WE NEED TO SUPPORT
EACH OTHER. THIS IS
DIFFICULT WORK SO THAT'S A
GREAT COMMENT AND REALLY
THINKING ABOUT NOT ALL OF
US HAVE AN EQUAL
OPPORTUNITY IN THIS WORLD,
ABSOLUTELY. THINKING OF THE
RESILIENCY THAT PEOPLE HAVE
BECAUSE EACH PERSON IS
UNIQUE AND INDIVIDUAL.
ABSOLUTELY. WE CAN GO TO
THE NEXT SLIDE. WE ARE
GOING TO DO A QUICK POLL

JUST TO KIND OF TEST YOUR
KNOWLEDGE. IT IS REALLY
LOOKING AT WHICH OF THE
FOLLOWING IS AN EXAMPLE OF
SYSTEMATIC OPPRESSION AT
PLAY IN A SERVICE AGENCY. I
AM GOING TO PAUSE --
>> [POLL 1]
>> KIRICKA: LOOKS LIKE WE
HAVE HALF PARTICIPATED AND
LOOKS LIKE MOST PEOPLE
THINK IT IS ALL OF THE
ABOVE. SHYING AWAY FROM THE
INTERACTION BECAUSE YOU
DON'T HAVE ANYTHING IN
COMMON. JUST BECAUSE YOU
DON'T UNDERSTAND AND
SOMETIMES OF THE FEAR OF
NOT KNOWING OR
UNDERSTANDING KEEPS YOU
FROM DOING A LOT OF THE
WORK THAT NEEDS TO BE DONE.
JUST ATE SERTING THAT
EVERYONE IS EQUAL AND
PERCEIVED DIFFERENCES ARE
MERELY SUPERFICIAL. JUST
MAKING ASSUMPTIONS THAT
EVERYONE MAY BE
EXPERIENCING POVERTY JUST

MAKE BAD DECISIONS TO GET
THERE. GREAT, THANK YOU ALL
FOR PARTICIPATING IN THIS.
WE GO TO THE NEXT SLIDE. A
QUICK THING ABOUT THINKING
ABOUT CULTURE AND REALLY
MISINFORMATION AND
ASSUMPTIONS, WHEN WE ARE
THINKING ABOUT CULTURE,
REALLY, YOU KNOW, HOW DO WE
LOOK AT IT AND REALLY
UNDERSTAND. THIS POLL
SPEAKS TO THIS QUITE A BIT.
UNDERSTANDING THAT CULTURAL
IS NOT NOTHING THAT'S
MONOLITHIC. I MAY BE SEVEN
OR EIGHT DIFFERENT
IDENTITIES. JUST ASSUME
THAT BECAUSE I AM A BLACK
PERSON OR I AM A FEMALE AND
NOW YOU KNOW ME, AND YOU
CAN MAKE ALL THESE
ASSUMPTIONS ABOUT ME BUT
HAVE YOU THOUGHT ABOUT ALL
THE DIFFERENT IDENTITIES
THAT I ALSO HOLD AND I
BRING TO THE TABLE BEFORE
YOU MAKE ASSUMPTIONS AND
HAVING THOSE CONVERSATIONS.

SO PEOPLE ALSO USE A LOT OF
THOSE CULTURAL ASSUMPTIONS
TO JUSTIFY HOW THEY
MISTREAT PEOPLE. ONE AGENCY
THAT I WORK WITH PREVIOUSLY
WAS A SCHOOL WHERE WE HAD
SEEN NUMEROUS CHILDREN
BEING RECRUITED BY
TRAFFICKERS. THE CHILDREN
WERE ALL OF SPECIFIC
CULTURE AND ONE OF THE
THINGS WHEN WE TALK TO THE
PRINCIPLE AND THE PREGNANCY
PREVENTION COUNSELOR WHO
HIGHLIGHTED AND NOTICED IT
BECAUSE SHE WORKED A LOT
WITH THE STUDENTS. WHEN WE
ALL MET, THE PRINCIPAL
SAID, WELL, I SAW IT BUT
THAT'S SOMETHING THAT THE
CULTURE DOES. THAT ONE
STEREOTYPE THAT THIS
PRINCIPAL HAD FOR A CULTURE
IN A GROUP OF PEOPLE KEPT
HIM FROM REACTING AND DOING
ANYTHING ABOUT ALL OF THESE
YOUNG GIRLS WHO WERE BEING
MOVED AROUND AND TRAFFICKED
BY OLDER MEN. THEIR THOUGHT

WAS WELL, THIS IS A
CULTURAL THING. WE HAD TO
HAVE CONVERSATIONS ABOUT
SOME OF THOSE STEREOTYPES,
AND SPEND MORE TIME SORT OF
DEBUNKING SOME OF THOSE
STEREOTYPES AND MYTHS THAT
PRINCIPAL HAD.

SO, IT IS BIG TO THINK
ABOUT WHAT THIS LOOKS LIKE,
AND REALLY THINK ABOUT
CULTURAL HUMILITY IS
ENSURING THE BEST EFFORT
TOWARDS INCREASING
ACCESSIBILITY OF SERVICES.

I SEE ALL THESE COMMENTS IS
KIND OF A FIELD. IT IS
IMPORTANT TO BE EMPATHETIC
AND UNDERSTANDING OF WHERE
OTHERS ARE COMING FROM AND
NOT IN A WAY OF ONE SIZE
FITS ALL.

ABSOLUTELY. ALL RIGHT, NEXT
SLIDE? ONE OF THE BIGGEST
THINGS THAT YOU WANT TO
MAKE SURE THAT YOU AND YOUR
AGENCY FIGURES OUT HOW TO
DO IS HOW DO YOU MAKE SURE
YOU ARE CULTURALLY

INCLUSIVE. MAKING SURE THAT
THE SERVICES ARE AVAILABLE
AND IMMEDIATELY AVAILABLE.
I REALLY BASE ON A UNIQUE
NEED AND CIRCUMSTANCES. AND
ENSURING THE SERVICES ARE
SPECIFIC CLIENT-FOCUSED AND
DRIVEN OF THE INDIVIDUALS
THAT ARE IMPACTED BY ABUSE,
ASSAULT, AND EXPLOITATION.
THANK YOU, JENNIFER. SO,
ONE OF THE OTHER THINGS WE
LOVE TO HIGHLIGHT THAT'S
SUPER IMPORTANT IS MAKING
SURE THAT YOU'RE
COLLABORATING CULTURALLY
SPECIFIC ORGANIZATIONS. I
THINK IT IS SO BENEFICIAL
TO THINK ABOUT MAKING SURE
THAT YOU ARE IDENTIFYING
WHO THOSE CULTURAL-SPECIFIC
ORGANIZATIONS ARE IN YOUR
AREA AND COMMUNITY. REALLY
ASKING THEM IF THEY WILL BE
WILLING TO PROVIDE TRAINING
TO YOU ALL ABOUT THEIR
WORK.
THEN, REALLY THINKING ABOUT
HOW DO YOU PROVIDE SOME

TRAINING ABOUT YOUR WORK
AND REALLY LOOKING AT HOW
COULD YOU BE CULTURALLY
SENSITIVE OR INCLUSIVE FOR
THE GROUP THEY SPECIFICALLY
SERVE. REALLY THINK ABOUT
HOW DO YOU MAKE THESE
RELATIONSHIPS BENEFICIAL
AND DO PEER TO PEER
APPROACHES FOR SOLVING SOME
OF THESE PROBLEMS. AL THE
END OF THE DAY, IF YOU CAN
BUILD STRONG RELATIONSHIPS
AND CULTURAL-SPECIFIC
AGENCIES IN YOUR COMMUNITY
IS REALLY GOING TO HELP
WHEN YOU ARE TRYING TO MAKE
REFERRAL AND TRYING TO WORK
TOGETHER. NEXT SLIDE,
PLEASE? THE NEXT SLIDE WE
WANT TO TALK ABOUT IS
LOOKING AT INEQUITIES AS
SURVIVORS. JUST A COUPLE OF
THINGS I WANT TO HIGHLIGHT
IS REALLY THINKING ABOUT
WHEN YOU ARE TRYING TO HIRE
PEOPLE WITHIN YOUR AGENCY,
YOU WANT TO THINK ABOUT
WHAT ARE SOME OF THOSE

REQUIREMENTS THAT YOU HAVE.
SO, SOMETIMES SURVIVORS
DON'T HAVE A CLEAN CRIMINAL
RECORD. HOW DO YOU THINK
ABOUT THAT? HOW DO YOU
ENSURE THAT YOU ARE ABLE TO
HAVE SURVIVORS WHO ARE ON
STAFF, WHETHER WORKING WITH
OTHER SURVIVORS PEER TO
PEER OR WORKING IN
PROGRAMMING OR TRAINING. IN
ORDER TO DO THAT, YOU HAVE
TO MAKE IT ACCESSIBLE AND
EQUITABLE FOR THESE
SURVIVORS WHO ARE COMING TO
YOUR AGENCY, AND MAKING
SURE THAT YOU ARE NOT
FORCING PEOPLE TO HAVE
CERTAIN RELIGIOUS
PREFERENCES. REMEMBERING TO
DO JOBS TRAINING OR
MENTORSHIP AND THOSE KINDS
OF THINGS AND MAKING SURE
YOU HAVE BENEFIT
OPPORTUNITIES. AND, I SEE A
LOT OF COMMENTS ABOUT
EDUCATING YOURSELF ON THE
DIFFERENCES IS ABSOLUTELY.
NEXT SLIDE? SO, WE'LL TALK

ABOUT COLLABORATION. I AM
GOING TO TURN IT OVER TO
MONICA.

>> MONICA: THANK YOU,
KIRICKA. THANK YOU EVERYONE
WHO HAVE BEEN PARTICIPATING
IN THE CHAT AND SHARING
YOUR EXPERIENCES AND
THOUGHTS. I HAVE SEEN
SEVERAL COMMENTS ABOUT
COLLABORATION. THE
IMPORTANCE OF COLLABORATION
AND HAVING IMPORTANT
RELATIONSHIPS TO SUPPORT
SURVIVORS. WE ARE NOT GOING
TO GO OVER THE NEEDS OF
SURVIVORS, WE HAVE COVERED
IT IN THE PAST AND CAN
SHARE RESOURCES. WE DO WANT
TO HIGHLIGHT THE DIFFERENT
COLLABORATIONS OR POSSIBLE
PARTNERS THAT YOU CAN
COLLABORATE WITH. NEXT
SLIDE. WE HAVE A CHART THAT
IF YOU HAVE PARTICIPATED IN
PAST WEBINARS, WE HAVE
SHOWN THIS BEFORE ABOUT THE
POSSIBLE PARTNERS,
POTENTIAL PARTNERS AND

BASED ON YOUR COMMUNITY AND
DEMOGRAPHICS. RURAL
COMMUNITIES MAY HAVE
DIFFERENT PROGRAMS OR
RESOURCES IN THE COMMUNITY
BUT, IT IS IDENTIFYING
FIRST, OF COURSE, SERVICE
NEEDS OF SURVIVORS AND THEN
IDENTIFY PARAGRAPH WHO IN
THE COMMUNITY CAN HELP WITH
THAT.

AND DISCIPLINARY APPROACH
COORDINATED BY A CASE
MANAGER, POINT PERSON OR
NAVIGATOR ALWAYS FOCUSING
ON THE NEED OF THE
SURVIVORS. IN THE CHART, WE
LISTED EXAMPLES OF
COLLABORATIVE PARTNERS BUT
THE LIST CAN BELONG.
HEALTHCARE, LEGAL SERVICES,
SOCIAL SERVICES, LAW
ENFORCEMENT, CHILD
ADVOCACY, COURTS, BUSINESS
LEADERS, AND EMPLOYMENT
SERVICES. THEY ALL PLAY AN
IMPORTANT ROLE IN THE
COLLABORATION TO SUPPORT
SURVIVORS. WE HAVE HERE IN

SURVIVORS, HIGHLIGHTING THE IMPORTANCE OF THESE SURVIVORS CENTER AND THEIR APPROACH IN COLLABORATION. PLEASE FEEL FREE TO ALSO SHARE IN THE CHAT ANY OTHER COLLABORATORS THAT YOU ARE WORKING WITH, SUCCESSFUL COLLABORATIONS THAT YOU ARE HAVING IN YOUR COMMUNITY THAT'S WORKING WELL. THEN, IN THE NEXT SLIDE, WE HAVE ALSO A REVIEW OF THE IMPORTANCE OF COLLABORATION AND DEVELOPING THIS STRONG COLLABORATIONS AND COORDINATION WITH MULTIPLE COMMUNITY PARTNERS FOR SUPPORTING SURVIVORS WITH MULTIPLE NEEDS AND MAKING CONNECTIONS IN ADVANCE. CONNECTIONS TO SERVICES THAT THEY NEED. ALSO, WE HAVE NOT ADDRESSED THIS, WE ARE NOT GOING TO GO IN-DEPTH BUT SURVIVORS OF HUMAN TRAFFICKING, THEY MAY HAVE ALL THEIR UNIQUE NEEDS RELATED TO LEGAL ADVOCACY,

COORDINATING WITH LAW
ENFORCEMENT AND MULTIPLE
CASES THAT THEY MAY NEED
SUPPORT FOR ADVOCACY,
SUPPORT FOR SAFETY, AND
ALSO IT IS IMPORTANT TO
IDENTIFY SINGLE POINT OF
CONTACT THAT CAN HELP TO
FACILITATE THIS SUPPORT FOR
SURVIVORS IT IS IMPORTANT
TO BUILD THOSE
RELATIONSHIPS IN ADVANCE IN
ORDER TO PROVIDE THE
REFERRAL THAT THIS
SURVIVORS NEED. HAVING
THOSE MECHANISMS FOR
REFERRALS ARE IMPORTANT AND
WE CAN KEEP TRACK OF THE
SERVICES THAT SURVIVORS ARE
GETTING AT THE DIFFERENT
LEVELS OF CASE MANAGEMENT
AND ALSO IDENTIFYING ANY
GAPS AND TO MAKE OR NEEDS
THAT YOU MAY NEED TO ADJUST
OR PROVIDE ADDITIONAL
TRAINING FOR OTHER SERVICE
PROVIDERS IN YOUR COMMUNITY
THAT MAY NOT BE AT FULL
CAPACITY TO SUPPORT

SURVIVORS OF TRAFFICKING
WHETHER IN NEEDS OR MAY NOT
BE FAMILIAR WITH THE IMPACT
OF TRAUMA THAT THE
SURVIVORS ARE FACING. THE
NEXT SLIDE, WE HIGHLIGHT
ALSO DIFFERENT TYPES OF
COLLABORATIONS OR LEVELS.
FIRST, IMPORTANT TO HAVE
THE INTERPERSONAL
COLLABORATIONS WITH THE
ORGANIZATION AMONG
ADVOCATES, OR AMONG LEGAL
SERVICES, AND AMONG LAW
ENFORCEMENT AND TO BE ABLE
TO COORDINATE SERVICES AND
ADDRESS OR IDENTIFY WHAT
SERVICES YOU HAVE IN PLACE
OR WHAT OVERLAPS AND WHO
CAN FOCUS ON WHAT SERVICE
PROVIDERS NEEDED AND
STRENGTHEN THOSE SERVICES
AS WELL IN IDENTIFYING THE
GAP AND OUR COLLABORATION
AND THIS IS A MORE AMOUNT
OF THE ORGANIZATION
SERVICES WITHIN SIMILAR
SERVICES WITH SIMILAR GOALS
IN SUPPORTING SURVIVORS AND

ALSO AND COLLABORATIONS
AMONG MULTIPLE
ORGANIZATIONS. THIS IS WHAT
WE HIGHLIGHTED IN THE
CHART. SIMILAR GOALS
SUPPORTING SURVIVORS. WE
HAVE TOOLS AND RESOURCES TO
PROVIDE DETAILS WORK SHEETS
AND FOR COMMUNITIERER
SOURCE MAPPING AND
IDENTIFYING SERVICE
PROVIDERS AND WE'LL MAKE
CONNECTIONS AND WE'LL SHARE
THAT IN THE CHAT. I WILL
PASS IT OVER TO KIRICKA.
ACTUALLY, WE'LL SHARE A
VIDEO THAT'S ABOUT
COLLABORATION.
VIVIAN WILL SHARE. WE WANT
TO MAKE SURE IT IS
CAPTIONED WHEN IT IS SHOWN,
PLEASE.

>> KIRICKA: THANK YOU,
MONICA, VIVIAN IS GETTING
THIS VIDEO READY. SOMETHING
YOU CAN GET OFF OF YOUTUBE
BUT REALLY FOCUSING ON
COLLABORATION AND WHAT IT
LOOKS LIKE TO MAKE SURE

THAT YOU ARE BEING
INCLUSIVE OF THE NEEDS AND
WHAT A SURVIVOR WANTS IN
COMMUNITIES AS WELL. I AM
GOING TO TOSS IT OVER TO
VIVIAN SO SHE CAN GET THE
VIDEO. THANK YOU.

>> [VIDEO]

>> [PLAYING CAPTIONED
VIDEO]

>> KIRICKA: AS WE ARE
GETTING READY TO MOVE TO
THE NEXT SLIDE, WHAT ARE
YOUR INITIAL THOUGHTS WHY
YOU THINK WE MAY HAVE SHOWN
THIS VIDEO FOR THIS
TRAINING IN PARTICULAR? WE
CAN GO TO THE NEXT SLIDE,
VIVIAN. EXACTLY, HEATHER,
ASK THEM HOW WE CAN HELP.
THEY MAKE A LOT OF
ASSUMPTIONS ON WHAT PEOPLE
NEED, RIGHT? INSTEAD OF
GIVING THEM AN OPPORTUNITY
OF TELL US WHAT THEY NEED
AND I SEE SOME REALLY GOOD
COMMENTS. I AM TRYING TO
CATCH SOME OF THEM BECAUSE
THEY ARE COMING IN FAST.

YES, IT IS EASY TO ASSUME
WHAT WE KNOW IS BEST WHEN
WE DON'T KNOW, RIGHT?
JORDAN SAYS, ONE OF MY
FAVORITE THINGS IS ASKING
MY CLIENTS OF WHAT I CAN DO
BEST TO SUPPORT YOU. HAVING
THAT HUMILITY IS SO
IMPORTANT BECAUSE WE DON'T
KNOW EVERYTHING. PEOPLE
WANT THE HELP AND JUST
DON'T KNOW OR HOW TO ASK OR
YOU KIND OF JUMP IN WHEN WE
THINK WE KNOW WHAT THEY
NEED. A LOT OF THAT IS
LISTEN FIRST AND MAKE SURE
WE DON'T ASSUME AND NOT
MEETING THE POPULIST WHERE
THEY ARE. MORE ABOUT
THINKING OF WHAT THEY NEED,
ABSOLUTELY. IT IS NOT THAT
SOMEONE WENT IN THINKING
THAT THEY WERE GOING TO
HARM PEOPLE. THEY THOUGHT
THEY KNEW WHAT WAS NEEDED
AND SOMETIMES WE GET AHEAD
OF OURSELVES AND MOVE SO
FAST THAT WE DON'T TAKE THE
TIME TO STOP AND ASK THE

QUESTIONS, RIGHT? JUST WHAT
DID HE SAY? SHUT UP AND
JUST LISTEN AND LET PEOPLE
TELL YOU WHAT THEY NEED.
YOU WILL GET A LOT MORE
FROM LISTENING AND
PROCESSING, RIGHT? NOT
BEING BIASED. REALLY
THINKING ABOUT WORKING
TOGETHER, YOU WANT TO THINK
ABOUT -- MONICA JUST POSTED
THE LINK FOR THE VIDEO. I
THINK NOT JUST THINKING
ABOUT WORKING WITH THE
INDIVIDUAL BUT HOW DO WE
WORK TOGETHER, RIGHT? WE
TALKED ABOUT IMPLICIT
BIASED BUT ALSO ENSURING
THAT WE ARE EQUITABLE AND
BEING CULTURALLY INCLUSIVE.
WE NEED TO WORK AND
COLLABORATE ACROSS
MOVEMENT. NOT JUST DOMESTIC
VIOLENCE OR TEAM AND
TRAFFICKING, SEXUAL ASSAULT
MOVEMENT, WE ARE THINKING
ABOUT LOOKING AT HATE
CRIME. THERE ARE SO MANY
DIFFERENT MOVEMENTS THAT WE

HAVE. IF WE FIGURE OUT HOW
DO WE WORK TOGETHER BECAUSE
I GUARANTEE YOU, THERE ARE
OF SIMILARITIES OF WHAT
YOUR MISSION IS AND
PRIORITIZE THE WORK AND
ACKNOWLEDGING DIFFERENCES
INSTEAD OF DENYING IT AND
REALIZING THAT AS WE ARE
TALKING ABOUT CULTURAL
DIFFERENCES, WE HAVE TO
STOP THE CULTURE THAT LAW
ENFORCEMENT HAVE. LEGAL
SERVICES, WE ALL HAVE A
CULTURE. WE NEED TO THINK
ABOUT HOW DOES THAT SHOW UP
AND HOW DOES THAT PLAY OUT
WHEN WE ARE THINKING ABOUT
CONFIDENTIALITY AND
PRIVILEGE, ALL OF THE
INFORMATION-SHARING AND
GATHERING WE ARE DOING WHEN
WE ARE THINKING ABOUT THE
PEOPLE WE SUPPORT, RIGHT?
THINKING ABOUT THE NEED FOR
CROSSED-TRAINING AND
CROSSED-ACCESSIBILITY IS
HUGE. I AM NOT TRYING TO BE
HEROES BUT LISTENING TO

THEIR INDIVIDUAL NEEDS IS
ABSOLUTELY. NO ONE NEEDS A
HERO OR DON'T NEED RESCUING
BUT THEY JUST NEED SUPPORT.
SOMETIMES PEOPLE NEED
SOMEBODY TO LISTEN AND
CLARIFYING THAT
CONFIDENTIAL NEEDS. WE
DIDN'T CLARIFY WHAT OUR
LIMITS WERE AND WHAT WE CAN
AND CAN'T SHARE BASED ON
OUR PROFESSION. ONE OF THE
THINGS WE WANT TO HIGHLIGHT
HERE IS WE ARE TALKING
ABOUT COLLABORATION JUST,
YOU KNOW, A STRUCTURE THAT
WE HAVE SEEN THAT HAS
WORKED. FOR INSTANCE, WITH
MYSELF, I USE TO CHEER THE
NORTH CAROLINA COALITION
AGAINST A TEAM OF
TRAFFICKING. WE HAD FOUR
DIFFERENT COMMITTEES,
DIRECT SERVICE PROVIDER,
AND TRAINING EDUCATION.
REALLY, WE USE THESE AS
WORKING GROUPS AND
SUBCOMMITTEES TO TACKLE THE
KEY ISSUES THAT WE WERE

SAYING WITHIN THE
TRAFFICKING WORK.
ALSO, WHEN WE SAW IT
HAPPENING, WE NEEDED TO
MAKE DECISIONS, WE SORT OF
HAD ONE OR TWO PEOPLE WHO
WERE CHAIRS THAT WERE THE
HEAD OF THESE COMMUNITIES
THAT WE ALL GOT TOGETHER TO
MAKE QUICK DECISIONS AND
MAKING SURE THAT WE ALL
WEIGH IN ON THE MISSION AND
GOALS OF THE ORGANIZATION
AND THINKING ABOUT WHAT
PROCEDURES AND PROTOCOLS
THAT WE NEEDED TO HAVE A
COORDINATED SYSTEMATIC
RESPONSE, MAKING SURE THEY
WERE ALL WEIGHING ON IT
BECAUSE IT LOOKS DIFFERENT
DEPENDING ON WHAT THAT
AGENCY OR INSTITUTIONS WAS,
RIGHT? ONE OF THE BIGGEST
THINGS OF HAVING A
STRUCTURE IS MAKING SURE WE
HAVE ACCOUNTABILITY. IT
INCREASES SUSTAINABILITY AS
WE ALL WORK TOGETHER IN
THIS STRUCTURE. WE ARE NOT

SAYING THIS IS THE BEST
STRUCTURE, WE ARE JAMES
HURST SAYING THAT THIS IS A
STRUCTURE THAT WORKED. YOU
HAVE TO FIND WHAT WORKS FOR
YOUR COMMUNITY, RIGHT? WHAT
YOU HAVE AVAILABLE? WE
DON'T WANT YOU TO CREATE A
WHOLE NEW TASK FORCE JUST
FOR TRAFFICKING IF YOU ONLY
HAD FOUR OR FIVE CASES IN
THE LAST TWO OR THREE
YEARS. WE DO THINK THAT YOU
CAN HAVE A SUBCOMMITTEE OF
A CURRENT TASK FORCE OR
COALITION THAT YOU HAVE
THAT FOCUSES ON TRAFFICKING
AND IMPROVING RESPONSE.
IT IS ABOUT WORKING WHAT
YOU HAVE AND NOT FEELING SO
OVERWHELMED THAT YOU HAVE
TO CREATE NEW THINGS TO
CREATE MORE TIME, RIGHT?
SO, NEXT SLIDE PLEASE? SO,
WE ARE GOING TO SKIP THIS
POLL. BUT, I THINK JUST
THINKING ABOUT WHAT
SUCCESSFUL COLLABORATION
LOOKS LIKE IS VERY

IMPORTANT. THEN, JUST
THINKING ABOUT SOME OF
THOSE CONSIDERATIONS WHEN
WE ARE TALKING ABOUT
EQUITY. REALLY THINKING
ABOUT HOW DO WE MAKE SURE
THAT WE ARE AFFIRMING
PEOPLE'S ASSETS, REALLY
THINKING ABOUT WHAT
COMMUNITY LOOKS LIKE TO
THEM. LOOKING AT PEOPLE'S
IDENTITY BECAUSE A LOT OF
TIMES WE SPEND QUITE A BIT
OF OUR TIME FOCUSED ON ONE
ASPECT OF AN INDIVIDUAL OR
JUST ONE NEED THAT THEY
HAVE.

REALLY THINKING ABOUT THEIR
IDENTITY, WHAT MAKES UP AS
A PERSON AND HOW DO YOU
HELP ME BUT SUPPORT ME
BECAUSE I AM ALWAYS BIG ON
WATCHING THE WORD "HELP,"
TOO BECAUSE SOMETIMES IN
THE HELPING PROFESSION, WE
CAN DO HARM WITH
UNINTENTIONAL HARM WITH OUR
HELP. REALLY THINKING ABOUT
ASSESSING AND REALLY HOW DO

WE CHANGE POLICIES AND PROCEDURES THAT WE START TO SEE AFFECTING THE COMMUNITIES NEGATIVELY, RIGHT? THEN LOOKING AT WHATEVER INFORMATION AND IMAGES THAT WE ARE DISPLAYING. ONE OF THE THINGS WE DID IN MY LAST ROLE IS CREATED DIFFERENT SERVICE PROVIDERS, INDIVIDUALS WHO WORK IN CERTAIN COMMUNITIES AND WORKING WITH SPECIFIC GROUPS TO INFORM MY WORK. WHETHER IT IS OUR TRAINING, OUTREACH OR JUST MATERIALS THAT WE PUT OUT, WE WOULD ALWAYS MAKE SURE THOSE THINGS WENT TO THOSE GROUPS SO THEY CAN LOOK AT THOSE AND PROVIDING FEEDBACK ABOUT HOW THAT WOULD BE RECEIVED WITHIN THE COMMUNITY. WHAT ARE SOME THINGS THAT MAY NOT UNINTENTIONALLY BUT MAY COME ACROSS NEGATIVE OR CONFUSING.

WE JUST MADE SURE THAT WE
TALK TO THE PEOPLE WHO WERE
WORKING IN THOSE
COMMUNITIES BECAUSE ONE
THING WE NOTICED THAT NO
MATTER HOW MANY TIMES YOU
SAY I AM A HUMAN
TRAFFICKING AGENCY OR
DOMESTIC VIOLENCE AGENCY,
IF YOU HAVE A
CULTURAL-SPECIFIC AGENCY IN
YOUR COMMUNITY AND SAY THEY
WORK WITH, DEAF/BLIND/HARD
OF HEARING, IF I AM
IDENTIFIED AS HARD OF
HEARING, I AM GOING TO
CONTINUE TO GO TO THAT
CULTURAL-SPECIFIC TO HELP
WITH MY NEEDS. IT IS
IMPORTANT THAT WE ARE
LISTENING TO THEM AT THE
TABLE WHEN WE ARE DOING
THIS WORK. SO REALLY
COORDINATING AND SUPPORTING
SURVIVORS AS WELL.
NEXT SLIDE? ONE OF THE
THINGS WE WANT YOU TO BE
MINDFUL OF AND THINKING
ABOUT AS WE KIND OF, YOU

KNOW, START TO GET TOWARDS
THE END OF THE TRAINING IS
ARE YOU READY FOR SURVIVORS
OF HUMAN TRAFFICKING WHEN
THEY COME TO YOUR PROGRAM?
THINKING ABOUT WHEN YOU ARE
REACHING OUT AND WORKING
WITH SURVIVORS, YOU WANT TO
MAKE SURE YOUR AGENCY IS
PREPARED TO PROVIDE THE
SERVICES. WE HOPE THE
INFORMATION THAT YOU GOT IN
THE WEBINAR REALLY HELPS TO
BUILD SOME OF THESE OR
ENHANCE OUR CAPACITY TO
SUPPORT YOUR SURVIVORS IN
EQUITABLE AND INCLUSIVE
WAY. YOU WANT TO THINK
ABOUT TRAINING AND
DEVELOPING YOUR STAFF AND
THEIR SKILLS ON THE
INTERSECTIONALTY OF
DOMESTIC VIOLENCE AND
SEXUAL ASSAULT AND HUMAN
TRAFFICKING. THAT'S HUGE.
THERE ARE SO MANY
SIMILARITIES THAT YOU WANT
TO MAKE SURE THAT STAFF ARE
AWARE AND SOMETIMES YOU CAN

MISS ONE OF THESE THINGS
BECAUSE YOU ARE LOOKING AT
ONE OF THE OTHERS, RIGHT?
SOMETIMES ALL OF THESE
THINGS ARE HAPPENING AT
ONCE TO A SURVIVOR, MAKING
SURE YOUR TRAINING STAFF ON
ISSUES THAT ARE FACING
TRAFFICKING SURVIVORS
SPECIFICALLY SO THEY REALLY
UNDERSTAND THEIR NEEDS AND
IDENTIFY WHAT THOSE OPTIONS
THAT THEY MAY NEED TO HAVE
PRESENT ARE. MAKE SURE YOU
KNOW YOUR STATE AND FEDERAL
LAWS AND REGULATIONS THAT
ADDRESS HUMAN TRAFFICKING
AND THIS IS REALLY BIG WHEN
WE ARE THINKING OF WHAT
YOUR REPORTING LAWS AND
WHETHER IT IS MANDATORY
REPORTING OR LOOKING AT
PRIVACY AND CONFIDENTIALITY
AND FINALLY, WHAT BENEFITS
ARE AVAILABLE AT A STATE
AND FEDERAL LEVELS FOR
SURVIVORS. THINKING OF SOME
OF THOSE RELATIONSHIPS
WITHIN YOUR

MULTI-DISCIPLINARY TEAMS
AND ALSO WITHIN YOUR AGENCY
THAT CAN HELP PROVIDE MORE
EFFECTIVE SERVICES TO THE
SURVIVORS THAT YOU SUPPORT.
NEXT SLIDE? ONE OF THE
THINGS WE WANT TO HAVE A
QUICK EXCHANGE ABOUT AND
YOU CAN FEEL FREE TO TYPE
YOUR RESPONSES IN THE CHAT
TO THIS FIRST QUESTION.
REALLY WHAT COLLABORATION
AND SERVICE PRACTICES HAVE
YOU DEVELOPED TO SUPPORT
THE HOLISTIC NEEDS OF
SURVIVORS WITH AN EQUITY
LENS? IT IS SOMETHING THAT
WE DON'T ALWAYS THINK
ABOUT. PEOPLE IN
COMMUNITIES WHO ARE DOING
REALLY, REALLY GOOD WORK
AROUND SPECIFIC TOPICS WHEN
IT COMES TO INCLUSION AND
EQUITY AND DIVERSITY. SO,
IF YOU HAVE THINGS THAT YOU
ARE WORKING ON IN YOUR
COMMUNITY AND WOULD LIKE TO
SHARE, MAYBE HOPEFUL FOR
OTHERS ON THIS CALL, PLEASE

TYPE THAT IN IN THE CHAT AS
WELL.

WHILE YOU ARE DOING THAT, I
AM GOING TO TURN IT OVER TO
MONICA FOR JUST A MINUTE TO
LOOK AT SOME OF THE
QUESTIONS THAT YOU MAY
HAVE, THAT MAY HAVE COME
IN.

>> MONICA: THANK YOU,
KIRICKA. THANK YOU,
EVERYONE FOR PARTICIPATING
IN THE CHAT AND SHARING.
WE HAVE SEVERAL QUESTIONS
AND TWO THAT WOULD BE
HELPFUL TO ADDRESS OUR
PRIORITIZE IS EARLIER THERE
WAS ONE BULLET POINT THAT
WE WERE HIGHLIGHTING ABOUT
THE IMPORTANCE OF SERVICE
PROVIDERS IN TERMS OF
EQUITY AND INEQUITY, THE
SERVICE PROVIDERS NOT LOOK
LIKE OR HAVING THE SAME
CULTURAL BACKGROUND. I
THINK YOU RESPONDED MORE. I
AM GOING TO SHARE A LITTLE
BIT OF WORK AS AN EXAMPLE,
THE LAS VEGAS POLICE

DEPARTMENT ADVOCACY SAW A
LOT OF SURVIVORS OF
AFRICAN-AMERICAN
THAT -- SERVICE PROVIDERS
WERE NOT FROM, THEY MADE AN
EFFORT TO BUILD CAPACITY OR
SERVICE PROVIDERS AND ALSO
RECRUIT SERVICE PROVIDERS
THAT LOOKED LIKE SURVIVORS
IN THE COMMUNITY, KIRICKA,
YOU CAN ADD MORE TO THAT.

>> KIRICKA: NO, MONICA, I
AGREE. EXACTLY WHAT WE ARE
TALKING ABOUT IS LOOK AT
AND MAKING SURE THAT YOUR
TEAM AND THE PEOPLE AT THE
AGENCY ARE REPRESENTATIVES
WHETHER IT IS, YOU KNOW,
LOOKING LIKE GOOD CULTURE
LANGUAGE, JUST MAKING SURE
THAT I CAN SEE ME AT YOUR
AGENCY IN SOME ASPECT OF ME
AND MY IDENTITIES. I THINK
IS THE BIGGEST THING I
WOULD SAY.

>> MONICA: THIS IS THE
OTHER RELATED QUESTION IN
TERMS OF HOW OR WHERE WE
CAN FIND SURVIVORS AS

MENTORS OR ADVOCATES.
BUILDING THE CAPACITY OF
SURVIVORS AND ANOTHER
QUESTION. THIS WAS A
QUESTION THAT WAS SUBMITTED
DURING THE REGISTRATION AND
THEN ALSO SOMEONE ASKED
ABOUT THE DIFFERENCE
BETWEEN MENTORS AND COACHES
FOR SURVIVORS ESPECIALLY
ADULTS AND BENEFIT FOR
ADULTS OF DIFFERENT TYPES
OF PROGRAMS.

>> KIRICKA: I AM GOING TO
START WITH THE LAST ONE.
THE BIG PIECE OF THAT IS
THINKING ABOUT WHEN I THINK
OF COACHES, A LOT OF TIMES
WE HAVE JOB COACHES. SO,
PEOPLE WHO ARE
SPECIFICALLY, WE HAD A
PROGRAM, WELL, WE HAVE A
PROGRAM THAT WE WORK WITH
YOUTHS DURING THE SUMMER
AND THEY HAVE JOB COACHES.
THEY'RE SURVIVORS WHO
REALLY NEED HELP WITH
CERTAIN THINGS WHETHER IT
IS JOB COACHING OR IF IT IS

OTHER ASPECTS OF, YOU KNOW,
FINANCIAL LITERACY AND
DIFFERENT THINGS PEOPLE
COULD COACH AND WALK
ALONGSIDE THEM WITH HELPING
THEM WITH SKILLS. I THINK A
MENTOR FOR ME, THE
DIFFERENCE WHEN WE ARE
LOOKING AT WHAT WE ARE
CALLING MENTORS ARE PEOPLE
WHO MAY HAVE HAD SIMILAR
EXPERIENCES OR COULD REALLY
HELP ME GROW LIKE, FOR
INSTANCE, WE HAD A LOT OF
SURVIVORS THAT HAVE HAD
PEER MENTORS. SO, OTHER
SURVIVORS REALLY FOUND A
WAY TO BE ADVOCATES IN OUR
LEADERS IN THIS WORK AND
REALLY WALK ALONGSIDE THEM
AND HELP THEM GROW. I SEE
THAT MORE AS MENTORSHIP.
THE OTHER QUESTION WAS MORE
ABOUT ENGAGING SURVIVORS.

>> MONICA: YES.

>> KIRICKA: THERE IS A
COUPLE OF REALLY GOOD
COMMENTS IN THE CHAT THAT I
DIDN'T WANT TO MISS WHAT WE

ARE TALKING ABOUT,
SURVIVORS AND BEING
INCLUSIVE.

I SEE THAT LACEY SAID THAT
HOUSING SUPPORT GROUPS FOR
SURVIVORS AND SURVIVOR-LED
CASE MANAGEMENT
AND HOLISTIC PROGRAMMING. I
AM NOT SURE WHAT CAAB IS
BUT PROVIDING SURVIVORS
WITH FINANCIAL FREEDOM AND
THAT INCLUDES CREDIT
IMPROVEMENTS AND MORE. I
SEE THINGS LIKE THIS GOING
ALONGSIDE AS WE ARE TALKING
ABOUT COACHES AND
MENTORSHIP. ANOTHER THING
WE ARE TRYING TO ENSURE IS
EVEN WITH OUR LEADERSHIP
TEAM, OUR BOARDS, WE ARE
INCLUDING SURVIVORS ON OUR
BOARDS. WE ARE INCLUDING
SURVIVORS IN THE PLANNING
OF EVENTS AND TRAINING AND
MAKING SURE THAT SURVIVORS
ARE THERE WHEN YOU ARE
DOING WORKSHOPS. NOT TO
COME DELIVER A PORTION OF
THE TRAINING BUT DEVELOPING

THE INFORMATION AND
MATERIALS. I THINK THERE
ARE SO MANY WAYS THAT WE
ARE ABLE TO INCORPORATE AND
ENGAGE SURVIVORS THAT'S NOT
JUST ABOUT TELLING YOUR
STORY. ANOTHER BIG THING IS
MAKING SURE THAT WE ARE
PAYING SURVIVORS. AND NOT
JUST PAYING SURVIVORS
BECAUSE I HAVE SEEN SOME
AGENCY SAY WE ARE GOING TO
PAY WHAT THEY CALL EXPERT
SPEAKERS. \$400 TO DO A
TRAINING BUT WE'LL PAY THIS
SURVIVOR \$100.

MAKING SURE THAT YOU ARE
NOT ONLY PAYING BUT MAKING
IT EQUITABLE FOR THEM.

I DON'T KNOW IF THERE ARE
OTHER THINGS YOU WANT TO
ADD, MONICA?

>> MONICA: I THINK THAT'S
GREAT. I THINK WE WANT TO
READ A FEW OF THE SHARING
THAT ALSO HIGHLIGHTS THE
ENGAGEMENT OF SURVIVORS AND
ALSO OTHER WAYS OF
COLLABORATIONS WITH OTHER

COMMUNITIES THAT ARE
SHARED. YOU HAVE A WORKING
GROUP WHICH ALLOWS
COMMUNITY PARTNERS AND LAW
ENFORCEMENT LIKE DOMESTIC
VIOLENCE. YOU WILL NEED TO
DISCUSS ISSUES GOING ON IN
THE COUNTY WITH EACH OTHER
AND PROVIDING UPDATES.

THAT'S GREAT. GREAT
COLLABORATION AND
STRATEGIES AND
STRENGTHENING YOUR PROGRAM,
SUPPORT FOR SURVIVORS. WHAT
ELSE DO WE SEE HERE? I
THINK THERE IS A LOT OF
THINGS IF YOU WANT TO
PLEASE READ, COLLABORATION
WITH LAW ENFORCEMENT OR
SUPPORT SERVICES RATHER
THAN DETAINING SURVIVORS.

THANK YOU FOR SHARING,
HEATHER. AND INVOLVING
CULTURALLY-SPECIFIC LABOR
UNION AND HELPING WITH
EMPLOYMENT RIGHTS AND
OPPORTUNITIES. TRAUMA
INFORMED SERVICES, THANK
YOU, EVERYONE FOR SHARING.

ANYTHING ELSE? I THINK

WE'LL GO TO THE NEXT SLIDE.

>> KIRICKA: I WANT TO MAKE

SURE WE HIGHLIGHT A FEW

THINGS BEFORE WE CLOSE OUT.

WE WANT TO MAKE SURE WHEN

WE THINK OF

VICTIMIZATION --

>> KIRICKA: MAKING SURE

THAT WE ARE LISTENING TO

PEOPLE AND THEIR

INTERPRETATIONS OF THEIR

CULTURE AND REALLY

CONSIDERING THE CONTEXT AND

NOT ASSUMING THAT WE KNOW

WHAT'S RIGHT ALL THE TIME

FOR SURVIVORS. ALSO, REALLY

MAKING SURE THAT WE ARE

ASSESSING CULTURE,

LINGUISTICS COMPETENT AND

MAKING SURE THE NEEDS OF

YOUR ORGANIZATION AND

SYSTEMS ARE IN LINED WITH

THE NEED OF SURVIVORS,

MAKING SURE THAT WE ARE

MEANINGFUL WHEN WE INVOLVE

SURVIVORS IN PROGRAM,

DEVELOPMENT AND PLANNING.

MAKING SURE WE ARE

COMPENSATING FOR THEIR TIME
AND EXPERTISE. NEXT SLIDE?

ALL RIGHT, IT IS YOU,
MONICA.

>> MONICA: THANK YOU
KIRICKA AND AGAIN FOR
SHARING YOUR GREAT
EXPERIENCE AND WITH
COLLABORATIONS AND BUILDING
EQUITY TO SUPPORT
SURVIVORS. THANK YOU
EVERYONE FOR PARTICIPATING
AND SHARING YOUR
EXPERIENCES AS WELL. PLEASE
FILL OUT THE EVALUATION
FORM TO SHARE ABOUT YOUR
EXPERIENCES AND FEEDBACK.
WE KNOW THAT THE CAPTIONING
WAS NOT WORKING WELL FOR
SOME OF YOU OR
SOMETHING - THANK YOU FOR
YOUR FEEDBACK ON THAT.
THERE IS ALSO A LINK FOR
RESOURCES. OUR CONTACT
INFORMATION, PLEASE FEEL
FREE TO CONTACT US. WE ARE
PLANNING FOR NEXT STEP. WE
HAVE ANOTHER WEBINAR THAT
WE ARE PLANNING TO

COLLABORATE TO SUPPORT
SURVIVORS WITH COGNITIVE
DISABILITIES AND ALSO AN
IN-PERSON TRAINING ON
COLLABORATION TO SUPPORT
SURVIVORS IN SEPTEMBER.
MOST LIKELY IN THE EAST
COAST. YOU WILL RECEIVE AN
INVITATION FOR THAT IF YOU
WOULD LIKE TO PARTICIPATE
WITH YOUR LOCAL
COLLABORATIVES. WE HAVE
RESOURCES AVAILABLE FOR
TECHNICAL ASSISTANCE AND
TRAINING. ADDITIONAL
TRAINING IF YOU ARE
INTERESTED. THANK YOU ALSO
FOR THE INTERPRETERS,
CAPTIONER AND VIVIAN FOR
YOUR ASSISTANCE. ALSO, IF
YOU NEED A CERTIFICATE OF
PARTICIPATION, YOU CAN
REQUEST THAT OVER E-MAIL OR
INCLUDED IN THE EVALUATION
FORM.
THERE IS A SPACE FOR YOU TO
INCLUDE YOUR REQUESTS.
ALSO, THE RECORDING AND THE
POWERPOINT AND ADDITIONAL

RESOURCES WILL BE E-MAILED
TO YOU IN A FEW DAYS. WE'LL
BE IN TOUCH, HAVE A GREAT
AFTERNOON. THANK YOU SO
MUCH FOR PARTICIPATING.
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