Collaborating With Culturally Specific Community-based Programs To Support Survivors Of Human Trafficking, Domestic Violence And Sexual Assault

Round Table Webinar
March 24, 2022

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Welcome!

LANGUAGE ACCESS
• This presentation will have simultaneous English/Spanish Interpretation.

• Find the globe icon at the bottom of your Zoom screen. If using Zoom app on phone, look for the “more” option and “language interpretation”.
• Click the globe and select “English”.

¡Bienvenidos!

INFORMACIÓN DE ACCESO
• Esta presentación contará con interpretación simultánea inglés/español.

• **En computadora**: encuentre el icono del mundo debajo de pantalla.
• **Por Android o iPhone**, busque la opción “…” o “más” “more”) “interpretación”.
• Seleccione “Spanish” (español).
• Seleccione “Mute original audio (Silenciar audio original)”
Welcome and Introduction of Presenters

- **Martina Moore-Reid**, Division of Services for the Deaf and Hard of Hearing, NCDHHS
- **Nikki Locklear**, Commission on Indian Affairs, NC
- **Isaira Hernandez**, Promotora, Farmworker Indigenous Triqui
- **Maria José Fletcher**, VIDA Legal Assistance
- **Hediana Utarti**, Asian Women's Shelter

**Facilitators:** Kiricka Yarbough Smith and Mónica Arenas
Learning Objectives

As a result of this webinar, participants will be better able to:

- Identify strategies for collaboration among service providers and culturally specific programs to support survivors of human trafficking who have experienced domestic violence or sexual assault.

- Apply collaborative practices and considerations when differentiating roles of DV/SA service providers and culturally specific organizations in addressing human trafficking.

- Engage culturally specific organizations to support and share the work on anti-human trafficking efforts.
Human Trafficking Intersections and Vulnerability

Sexual Exploitation

- Sexual Assault/Harassment
- Intimate Partner Violence

Low Access to Health Care

Child Abuse & Runaway Youth

Low Literacy

Labor Exploitation

Systems of Oppression
- Discrimination
- Immigration Status

Poverty Homelessness
Underserved and Marginalized Populations

- Youth
- LGBTQ+
- Males
- Mental Illness and Substance Use Disorders
- American Indian/Alaska Native survivors/communities
- Immigrants, Refugees, Individuals with Limited English Proficiency
- Individuals with Disabilities
- Deaf, Hard of Hearing and DeafBlind Communities
Collaborating with culturally specific agencies

Steps to developing relationships and anti-trafficking collaborations with culturally specific agencies:

- Research culturally specific agencies in your area.
- Reach out to those agencies and introduce yourself, your organization, and your organization’s mission.
- Ask if they would be willing to provide a training about their work, the population they serve, and/or on cultural sensitivity.
- In return, offer them a training on your organization’s area of focus and services.

Strong relationships increase comfort level in referring clients.
NC Department of Health and Human Services
Division of Services for the Deaf and Hard of Hearing

Martina Moore-Reid
Community Accessibility Specialist
• Advocacy, Consultation, Education, Referral
• Equipment Distribution

Regional Centers for the Deaf and the Hard of Hearing
https://www.ncdhhs.gov/divisions/services-deaf-and-hard-hearing
Fact:

Deaf, Hard of Hearing, DeafBlind populations experience abuse about one and half times more frequently than those without hearing difficulties.

What percentage of those people are Deaf, Hard of Hearing, DeafBlind?

Unfortunately, hard data isn’t available, we can only make an educated guess.
Barriers to Accommodations

• Major Barriers:

  • Many Deaf, Hard of Hearing, and DeafBlind People:
    - Are not aware of types of accommodations
    - Do not know how to advocate for accommodations
    - Do not know where to find support and resources
    - May not have the personal technology to communicate

  • Many providers or entities
    - Do not know their legal obligations to provide accommodations
    - Do not provide accommodations when requested
    - Do not provide appropriate accommodations
    - Believe that there is a one size fits all approach to accommodating people with hearing loss
    - Do not know where to find resources to assist
When Communication Breaks Down for Deaf, Hard of Hearing & DeafBlind

• The Victim/Survivor
  - Does not understand care plan
  - Not aware of schedule, i.e., future meetings, appointments, tests, check-ins, etc.
  - Does not know the process of reporting
  - Not aware of responsibilities
  - Unable to give true consent
  - Misses critical instructions and deadlines
  - The victim/survivor is left out of vital communication, leading to the companion knowing more than the victim/survivor.
One Size Does Not Fit All

- Captions
- American Sign Language
- Clear Masks
- Personal Amplifier
- Tactile ASL Interpreter
- Written Communication
- Hearing Aids
- ASL Interpreter

- Deaf
- Hard of Hearing
- DeafBlind
- Late Deafened
What We Can Do Together

Communicate
Collaborate
Connect

We Will:
• Work intensively with agencies, organizations, and businesses
• Provide specialized knowledge
• Build staff capacity for effective communication with victims of Human Trafficking who have hearing loss

How Can You Help:
• Open the door for our staff
• Strategic approach to systems change
• Provide communication accessible meetings, trainings & services
• Expect that services offered statewide will be communication accessible
Important

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

Also, collaboration between local, state and federal agencies working with Deaf, Hard of Hearing, DeafBlind abuse and Human trafficking organization is critical.
Native American & Alaska Native Communities

Nikki Locklear

• Domestic Violence, Sexual Assault and Human Trafficking Program Director
• NC Commission on Indian Affairs
• NC Department of Administration

Its not what's wrong with us....
Its what happened to us.....

Vulnerabilities to Human Trafficking

- History of colonization and violence against American Indians
- Disproportionate rates of violence (particularly against Native women), sometimes leading to cycles of abuse
- Poverty and lack of employment opportunities
- Disproportionate rates of substance abuse
- Involvement in child welfare system
Barriers to Identifying Native Survivors of Human Trafficking

- May not self-identify as being trafficked
- May not be willing to provide information about their trafficker
- Shame or embarrassment for family and/or community to find out
- Distrust of non-Tribal institutions and systems
- Jurisdiction issues
Where do we start?

Learning!!!!!!!

The first step to serving American Indian victims is educating yourself. When you learn about the trauma that a culture has endured throughout history you are better able to understand the whys. Being able to understand the whys is crucial in being able to provide appropriate services.

Listening!!!!!!

While you are learning you must have a willingness to get uncomfortable. Our history is not all the same, our experiences are not all the same. You may hear things that may make you feel sad or ashamed. But you continue to keep your mind and ears open.
Ways to Help…

• Contact Tribes, tribal agencies, and tribal courts
• Let them know what your agency provides
• Find out what they need
• With tribal input, develop or adapt brochures
• Partner with tribal communities to hold informational presentations in tribal communities
• Establish or participate in local tribal agency collaboratives
• Invite tribal representatives to join existing collaboratives
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<tr>
<th>Ways to Help (continued)</th>
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<tbody>
<tr>
<td><strong>Establish</strong></td>
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<tr>
<td>Establish protocols, such as: safety protocols for Native victims of domestic violence, sexual assault and human trafficking</td>
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<tr>
<td><strong>Collect</strong></td>
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<td>Collect tribal-specific data and share this data with the Tribes</td>
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<td><strong>Provide</strong></td>
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<td>Provide letters of support, memoranda of understanding, to Tribes and tribal programs applying for grants</td>
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<td><strong>Contact</strong></td>
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<tr>
<td>Contact the Commission of Indian Affairs DV/SA/HT Program Director on collaborating with an American Indian Advocate in your community!</td>
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Resources and Exchange 1

  TTY: 1-800-787-3224, Video Phone: 1-855-812-1001

- Organizations for Deaf Survivors
  [https://vawnet.org/sc/organizations-deaf-survivors-abuse](https://vawnet.org/sc/organizations-deaf-survivors-abuse)


- NC Commission of Indian Affairs

29% of Farmworkers in California come from the state of Oaxaca, MX.
Languages: Triqui, Zapoteco or Mixteco
The state has 16 different dialects
# Triqui Barriers

**Barreras de Comunidad Triqui**

## Why they Migrate
- Poverty, debts, extortion, lack of work, violence

## Barriers for Seeking Help
- Mistrust
- Language
- Cultural norms, rules, home remedies
- Lack of resource awareness

## Porque Migran
- Pobreza, deudas, extorsión, falta de trabajo, violencia

## Barreras Para Pedir Ayuda
- Desconfianza
- Idioma
- Normas culturales, reglas y remedios caseros
- Falta de conocimiento de recursos
Promotora Community Role
Rol Comunitario

- **Educate** community on abuse, sexual assault, human trafficking
- **Liaison** between farmworker community, Triqui leaders, and services, referrals
- **Accompanies**, follow-up, support
- **Interprets** for survivors - advocacy, health, court, consulate
- **Transportation** to support services

- **Educar** a comunidad, sobre abuso, acoso sexual y trata de personas
- **Enlace** entre comunidad campesina, líderes Triqui, y servicios, referimiento
- **Acompañamiento**, seguimiento y apoyo
- **Interpretación** a sobrevivientes -abogacía, salud, corte, y consulado
- **Transporte** a lugares de ayuda
<table>
<thead>
<tr>
<th>How can you help?</th>
<th>¿Cómo pueden ayudar?</th>
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<tbody>
<tr>
<td>- Learn about community challenges</td>
<td>- Conoce retos de la comunidad</td>
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<tr>
<td>- Respect, solidarity</td>
<td>- Respeto, solidaridad</td>
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<td>- Patience in listening and explaining</td>
<td>- Paciencia al escuchar y explicar</td>
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<td>- Inspire trust by:</td>
<td>- Inspirar confianza por medio de:</td>
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<td>- Referrals that help, transparency of costs</td>
<td>- Referencias y recomendaciones que sí ayudan</td>
</tr>
<tr>
<td>- Remember, Spanish is not their first language</td>
<td>- Transparencia de los costos</td>
</tr>
<tr>
<td></td>
<td>- Recuerda, español es su segundo idioma</td>
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Collaboration

Colaboración
Immigrant Survivors – Legal Services

Maria Jose Fletcher
Co-Director, Founder
VIDA Legal Assistance
South Florida
https://vidalaw.org/
Program

Services
Immigrant survivors of domestic violence, sexual violence, human trafficking, and other violent crimes.

• T-visa, U-Visa
• VAWA, Self-petition
• Asylum, gender-based violence
• Advocacy for LGBTQ+

Approach
Survivor-centered
• Help clients make informed decisions about their lives and become their own advocates

Multi-disciplinary
• Utilize other areas of expertise
• Coordinate with other agencies
• Engage with community of advocates

Culturally and linguistically-sensitive
• Accessible and respectful of languages, cultures, abilities, identities, and communities
Collaboration and Engagement

- Long history of collaboration with DV and SA community based culturally specific service providers
- Cross training to id and assist survivors of human trafficking
- Consistency in promptly responding to referrals
- Interagency follow up and accountability
- On-going participation in community events: health fairs, Know Your Rights campaigns, outreach efforts
- Flexibility to improve accessibility
- Survivor lead legal services
Collaboration...

- Program co-located or closely connected with community-based organization
- Attorneys and paralegals from the community or willing to integrate
- Local organizations come together to apply for funding

- All partners are equitably funded
- All partners support each other to ensure longevity and integrity of the partnership
- Shared understanding of community needs
- LISTEN AND LEARN
Asian and Immigrant Community

Hediana Utarti
Community Advocate
Asian Women's Shelter
San Francisco, CA

https://www.sfaws.org/
Survivor's Needs and Language Access

Resource: The Interpretation Technical Assistance & Resource Center (ITARC)
https://www.api-gbv.org/culturally-specific-advocacy/language-access/
Building Collaborations:
possible access points + support for survivors

- Riley Center
- SF Safe House
- Woman Inc.
- LGBT orgs – LYRIC
- CUAV
- El/La Para Latinas
- Other DV shelters

- Cameron House
- Mujeres Unidas y Activas
- Filipino Community Center
- Jewish Women International
- SF Collaborative Against HT
- Lao Seri
- Banteay Shrei
- Thai Unity Community
- Indonesian Community Outreach C’tee SF
- Mexican Consulate

- Medical/Mental Health
- DV, HT, social services organization
- Survivors
- Community Groups
- Legal Services
- Government Agencies

- Refugee Clinic
- General Hospital
- North East Medical Ctr.

- San Francisco Dept. of Public Health
- SF Mayor’s Task Force Against HT

- Asian and Pacific Islander Legal Outreach
- Justice At Last
- Legal Aid at Work
- Asian Law Caucus

Asian Women’s Shelter
Collaboration/s.

- Role and task/s. Determine the scope of work.
  - Is AWS (our organization) the main provider, or support?
  - What could we offer related to clients’ needs?

- Confidentiality and Safety, huge issue especially in a small communities including LGBTQIA communities. How does safety look like for survivor/s?

- Language access: invite partner organizations/agencies to work together in creating written materials, and conducting/participating in educational campaigns in ‘traditional media’ – radio, tv shows, newspapers and social media.
Indonesian Community Outreach Committee SF is at San Francisco Collaborative Against Human Trafficking.
Jan 12, 2019 - San Francisco, CA

Incredible journey: from domestic slave to the Democratic Convention. Ima Matul, is a Labor Trafficking Survivor, shared her story how she found way to escape after three years worked as a nanny 12 hours a day with no pay. She was here yesterday and shared her incredible story. What a courageous and an inspiring story!

Thai Community Development Center
Jun 13, 2019 - on Thai culture specifically as it pertains to victims of human trafficking. In addition to the Certificate, P...
Health & Safety at Work

- Do you earn less than Minimum Wage?
- Do you work more than 8 hours a day or 40 hours in a week without overtime pay?
- Are you not allowed to take breaks during your work?
- Does your employer keep or take a cut of your tips? Do they charge a credit card processing fees from your tips?
- Are you denied paid leave when you or your immediate family members are sick or need to visit the doctor?
- Have you been disciplined, fired, or treated differently due to your race, sex, age, disability, national origin, or religion?
- Have you been injured on the job but did not ask for help because you might be fired?
- Do you feel pressured to have sex with your manager, employer, or clients? Have they physically or verbally harassed you?
- Have you been threatened by your employer in relation to your immigration status?
- Do you feel unsafe to leave your job to work at other places?

If you check “YES” to any of these questions, or have any concerns on your specific situation, please contact:

Asian Women Shelter: 877-751-0880 (24 hours hotline)
Newcomers CONNECT: 415-632-8667

AWS and San Francisco Department of Public Health (page 1)

~ The flyer is designed for outreach workers as a guide when they are conducting intervention and prevention education.

~ We thank you Asian Law Caucus who also advised us regarding the content.
Resources and Exchange 2

- Asian Pacific Institute on Gender-Based Violence
  https://www.api-gbv.org/
  https://www.api-gbv.org/aapi-in-language-resources/

- Esperanza United
  https://esperanzaunited.org

- Programs With Experience Serving Immigrant Victims/Survivors
  https://niwaplibrary.wcl.american.edu/home/directory-programs-serving-immigrant-victims
Cultural Inclusivity

The provision of culturally appropriate and immediately available services based on the unique needs and circumstances of victims and survivors. Services are specific, client-focused and driven by the individuals impacted by the abuse, assault, exploitation.
Important Take-Aways

- Listen to and build upon the strengths of the survivor.
- Recognize the strong influence we, as service providers, have in the lives of survivors.
- Gather information about the survivor’s view of his/her culture.
- Assess the cultural and linguistic competence and needs of our organization and systems.
- Reach out and build relationships with diverse communities.
Group Chat and Q/A

What is one item you plan to put into action from today's round table?

Questions?
Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault Technical Assistance

10 Action Steps: Building and Sustaining Collaborations to Support Trafficking Survivors of Domestic Violence and Sexual Assault, A Toolkit for Advocacy Programs

Learn more: https://www.futureswithoutviolence.org/organizational-leadership-training/building-collaborative-responses-to-human-trafficking/

What we do:
• Share resources and adaptable tools
• Host topical webinars (see webinar archive)
• Provide technical assistance and training

Contact: learning@futureswithoutviolence.org
Thank you and evaluation

Please take a moment to take a short evaluation and request a certificate of participation.
https://www.surveymonkey.com/r/HTCultCollabEval

Learn more:
https://www.futureswithoutviolence.org/human-trafficking

For questions and resources, contact:
learning@futureswithoutviolence.org