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Meaningful Engagement and Partnership with Lived Experience Experts of Human Trafficking, Domestic, and Sexual Abuse

Webinar Roundtable

March 6, 2024

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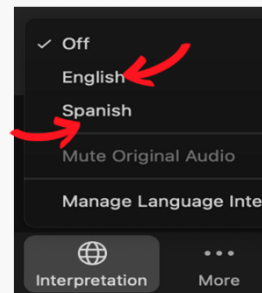
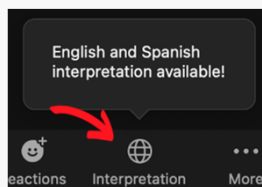


Welcome!

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)”



Group Agreements

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Because domestic and sexual violence and human trafficking are prevalent, assume that there are survivors among us.

- Take care of yourself first.
- Respect confidentiality.
- All voices are needed and welcome.



Introduction and Presenters

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❖ **Perla Flores, JD, MPA (She/Her/Ella)**

- Senior Division Director, Community Solutions

❖ **Siberia Moreno (She/Her/Ella),**

- Case Manager, Thriving Self-Sufficiency Pilot, Solutions to Violence Division, Community Solutions

❖ **Chris Ash (They/Them)**

- Survivor Leadership Program Manager Coalition to Abolish Slavery and Trafficking (CAST)

❖ **Sheri Combs (She/Her)**

- Director of Community and Youth Engagement, Covenant House of New Orleans



Learning Objectives

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

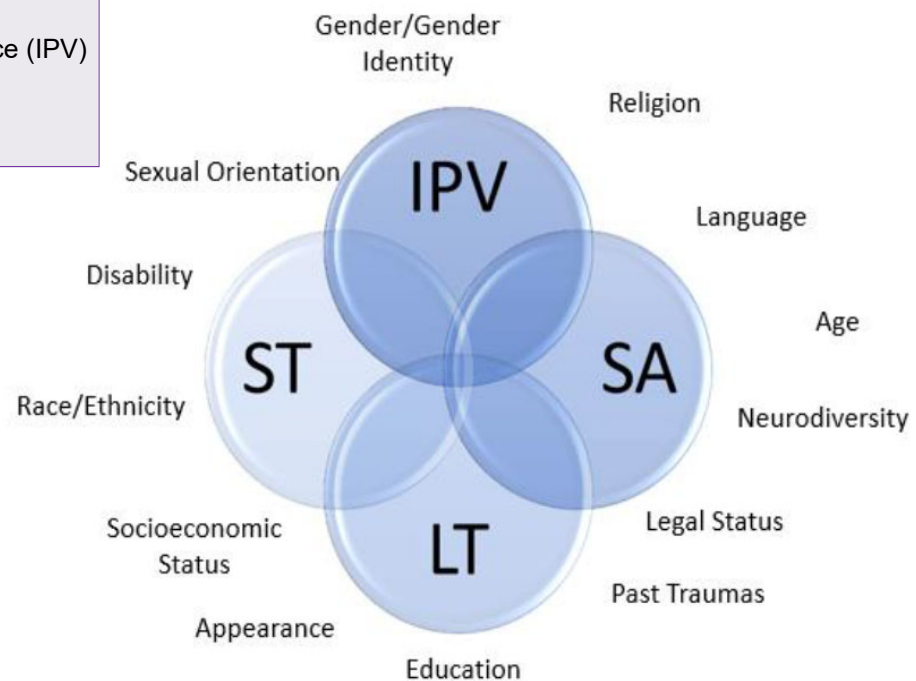
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- Consider possible avenues to intentionally engage lived experience experts and support the development of their skills and abilities.
- Apply strategies to engage lived experience experts meaningfully, through information, inquire, involvement, collaboration, and empowerment.
- Explore approaches for partnering with survivors as employees, based on lessons and perspectives of lived experience experts.
- Discuss possible barriers for employing lived experience experts and exchange survivor-centered practices and compensation strategies.
- Identify strategies, tools, and resources to partner with lived experience experts.



Intersections

- Intimate Partner Violence (IPV)
- Sexual Assault (SA)
- Sex Trafficking (ST)
- Labor Trafficking (LT)



Participation Avenues for Lived Experience Experts / Survivors

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Former Clients

- Focus Groups
- Interviews with Media
- Panel Presentations
- Policy and systems advocacy

Survivor Advisory Council

- Focus groups
- Interviews with media
- Panel presentations
- Training partners
- Policy and systems advocacy

Outreach

- Prevention
- Navigators
- Advocacy
- Promotoras
- Community Health Workers

Paid Staff

- Part time or full time employment
- Prevention
- Administration
- Management
- Program staff
- Direct service
- Advocacy
- Navigators

Source: Community Solutions



Honoring Lived Experiences

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Always ask someone how they want to be identified

- ☐ Survivor leaders
- ☐ Survivor advocates
- ☐ Subject matter experts with lived experience of human trafficking
- ☐ Lived experience experts
- ☐ Prefer not to identify based on this experience at all
- ☐ Personal title or profession



Values for Meaningful Engagement (1)

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Self-determination

- People with lived experience are the experts in their own experiences, deserve autonomy and self-determination.

Trauma-informed

- People with lived experience deserve transparency about how decisions are made that impact them, and how the feedback and expertise they provide will be used.

Dignity

- People with lived experience deserve to be treated with respect and dignity. Avoid stereotypes, bias, tokenism, paternalism in leadership opportunities and development.

Equity, Equality, Inclusion, Diversity

- Balance of voices, identities, perspectives, and experiences. Share decision-making power.

Source: Meaningful Engagement of People with Lived Experience



Values for Meaningful Engagement (2)

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❖ Hire and compensate

- Survivors, like any other employee or consultant deserve financial compensation for their time and expertise.
- Expand resources, advocate for adaptations to policies/ accommodations, and compensation.

❖ Incorporate input

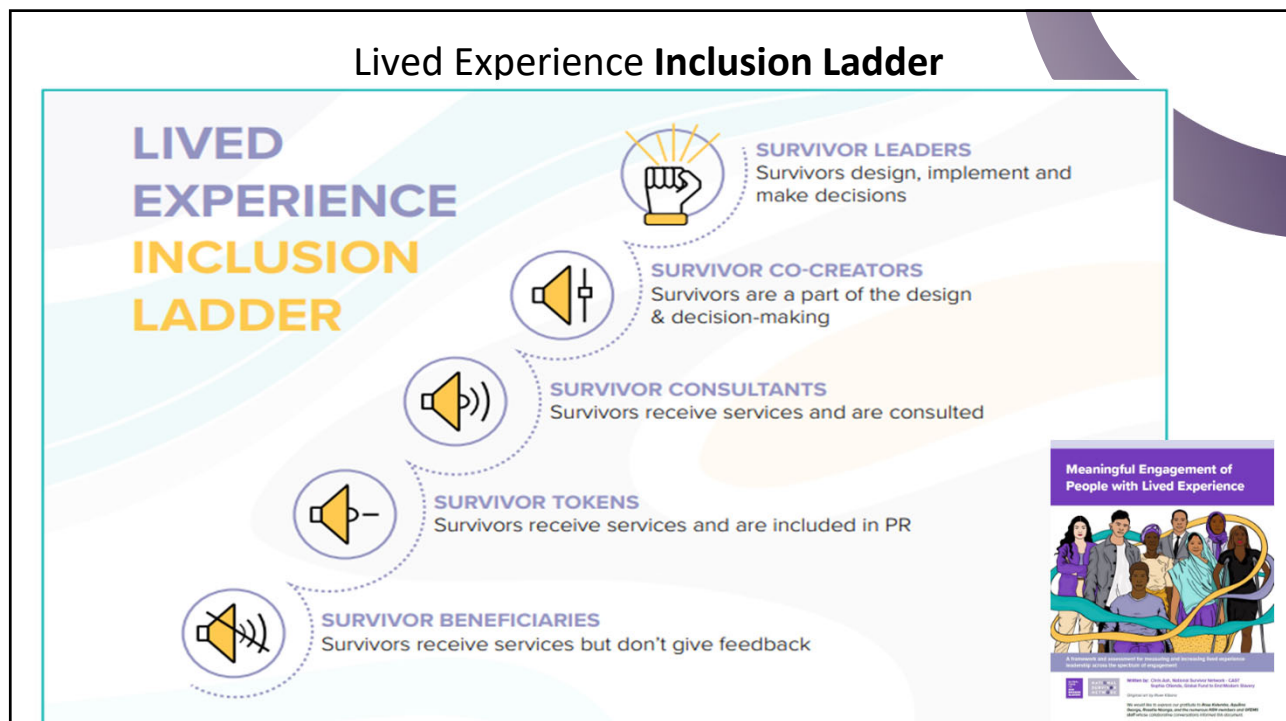
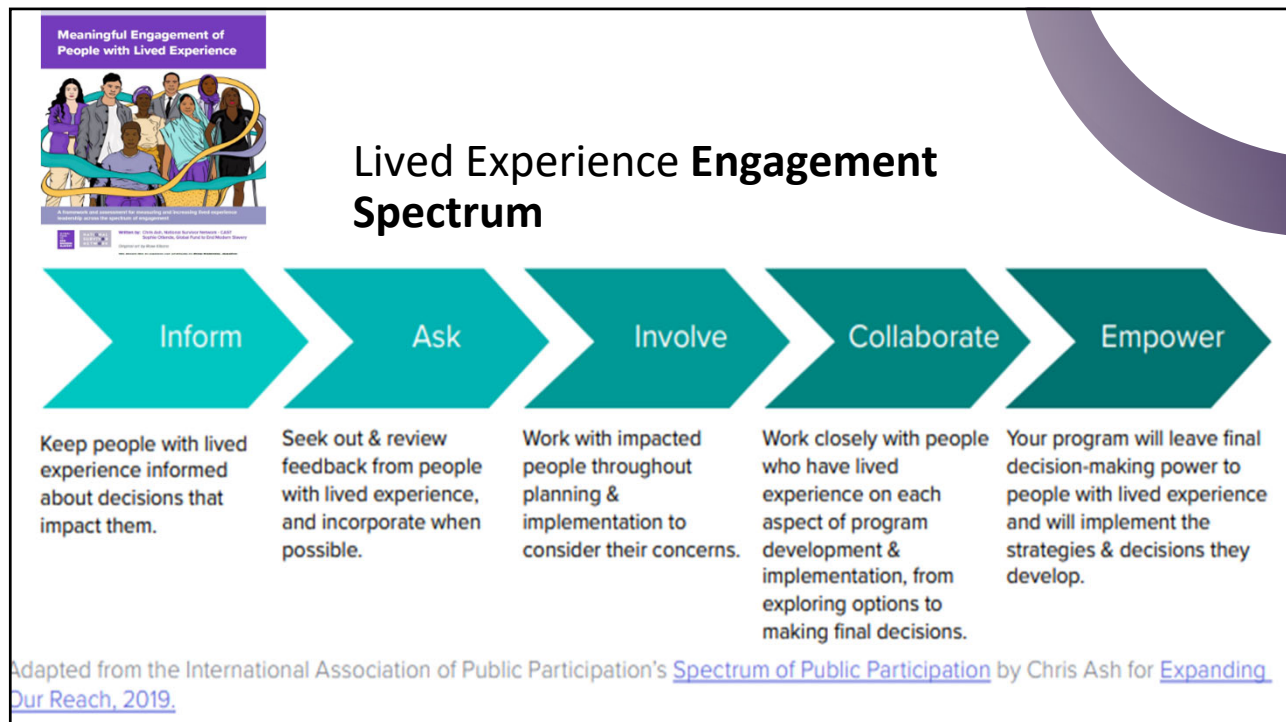
- Incorporate survivor input in both the design and implementation of anti-trafficking policies, programs, trainings, and advocacy efforts.

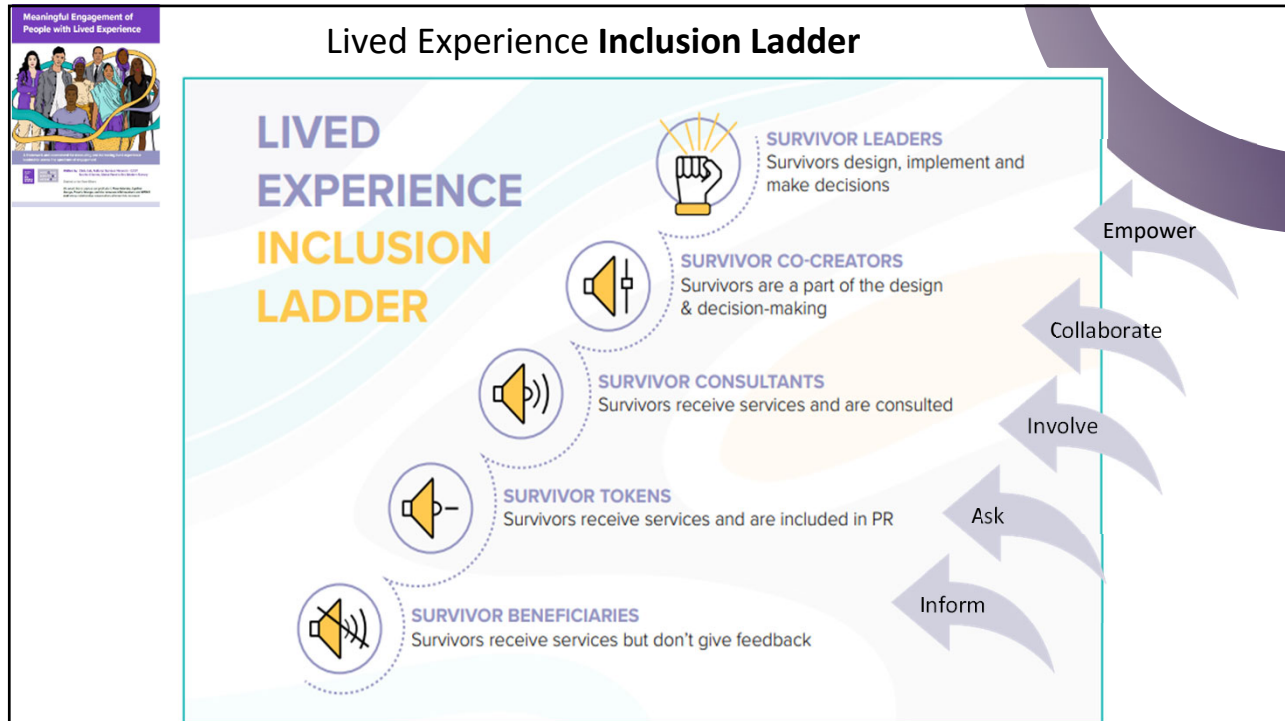
❖ Protect confidentiality

- Protect survivor's identities and privacy appropriately and establish policies and procedures on confidentiality.

<https://www.state.gov/wp-content/uploads/2019/02/Engaging-Survivors-of-Human-Trafficking.pdf>





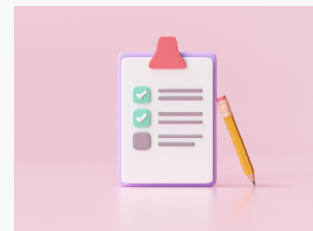


Poll – Levels of the Spectrum

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What levels of the engagement Spectrum are most challenging for your organization?

- ☐ Inform
- ☐ Ask
- ☐ Consult
- ☐ Collaborate
- ☐ Empower



Everybody has trauma triggers that can impact them in the workplace.

- Child sexual abuse
- Family violence
- Partner violence
- Death, loss, and grief
- Current or past economic or housing instability
- Historical and intergenerational trauma
- Living under different forms of oppression.

The trauma of trafficking can be intense, and also it is not uniquely intense. Just as we want our colleagues to reflect on, apologize for, repair, and manage the ways their trauma impacts us, we too have a responsibility in workplaces to reflect on, apologize for, repair, and manage our own trauma responses.

Trauma's Impact on the Brain

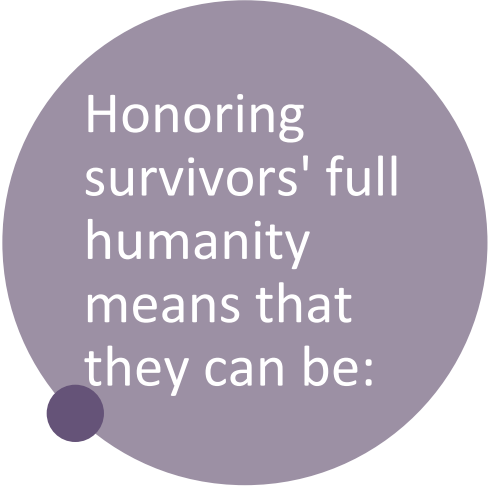


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Consider Survivors and Lived Experience Experts

- “Triggers”—sights, sounds, smells associated with past trauma that cause in-the-moment responses
- Emotional hyper-arousal, dissociation and/or numbing/flooding
- Inability to think clearly or respond effectively to stressful situations
- Overwhelming emotions or lack of awareness of emotions
- Triggers can lead to disassociation or disengagement





Honoring
survivors' full
humanity
means that
they can be:

- Brilliant
 - Ill-informed
 - Right about some things
 - Wrong about other things
 - Empathetic
 - Horrible to other people
 - Victims
 - Perpetrators
 - Hard workers
 - Bad employees
 - Someone who makes mistakes
 - Complex
- (Just like everyone else)

Lessons on Direct Care Services

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❖ Healthy Boundaries

- Providers with lived experience should not use their story to connect (or build trust).

❖ Ethical Storytelling

- Avoid sensationalizing clients' stories for fundraising purposes or in awareness and prevention training.



-Sheri Combs



Considerations for Direct Care Services

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❖ **Immediacy**

- Provide the survivor with their immediate needs regardless if they have disclosed.

❖ **Choice**

- Support the survivor to make their own choices and be the driving force behind their healing process, ensuring better outcomes.

❖ **Avoiding Savior Complex**

- We are not saviorswe are a support service so that the survivor feels safe to engage with us and ask/receive services.



Survivor Voices Improve Programs

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- ❖ Surveys using anonymous platforms
- ❖ Grievance/concern forms
- ❖ Open door policy
- ❖ Feedback box
- ❖ Focus groups
- ❖ Lived Experience Advisory Board(s)



Siberia's – Personal Trajectory

Healing practices that have been helpful

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- ✓ Connect to resources to fulfil my basic needs
- ✓ Attend therapy
- ✓ Set a reason to restart my life
- ✓ Make a safety and progress plan
- ✓ Participate in support groups with peers
- ✓ Spreading my voice by speaking in public presentations
- ✓ Enroll in English learning program and obtaining an Associate Degree
- ✓ Work to build trusting relationships in the labor environment.
- ✓ Make a money saving plan
- ✓ Work as an advocate against human trafficking



Lived Experience Support for Survivors

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"As a HT Survivor, I have been able to make positive changes in my life, working hard to improve myself, emotionally, mentally and educationally. In this process I have developed a special connection and sensitivity towards my peers, recognizing that it is very important not to feel alone.

For me it is a life commitment and at the same time a great satisfaction to be able to give a hand to whoever needs, it just as they have given it to me. Likewise, being a Case Manager in the Thriving Self-Sufficiency Program is a great learning opportunity but in a reciprocal way, and to be able to continue overcoming the challenges that arise."

Siberia Moreno Sanchez

Case Manager | Thriving Self-Sufficiency Pilot,
Solutions to Violence Division, Community Solutions



Recommendations to employers for the purpose of creating a supportive work environment for HT survivors

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- Provide opportunities that positively enrich the work experience and enable the survivor to gain self-confidence, allowing them to openly develop their potential to lead an economically productive and sustainable life.
- Foster a safe work environment that ensures communication, respect, inclusion, opportunity to be heard, recognition of skills, confidentiality, companionship, without being singled out or labeled for their lived experience.

Siberia

Personal Challenges and Support

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What challenges have you faced in engaging in your work for a long time?

What has helped you along the way emotionally and other ways, to continue to do this work?

Sheri

Organizational Barriers

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Based in your experience, what barriers do organizations face in engaging lived experience experts and bringing them into the social justice and anti-human trafficking movement?

A green speech bubble containing the name "Chris".

Chris

Lessons as an Organization and Employer (1)

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- Lessons learned in engaging lived experience experts as employees, consultants, or part of advisory groups
- Challenges and recommendations

A teal speech bubble containing the text "Community Solutions".

Community
Solutions

Lessons as an Organization and Employer (2)

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- Recruitment spaces
- Considerations to make sure that it's a good fit
- Tips for engaging survivors along that continuum
- Compensation strategies
- Lessons from hiring promotoras
 - Navigators, peer counselors, community health workers, permanent staff
 - Assess needed agency infrastructure and resources to support and hire folks limited English proficiency



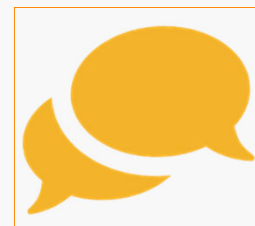
Chat Peer Exchange

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What **survivor-centered** and **trauma-informed best practices** have you developed to engage and **collaborate with lived experience experts**?

In these areas:

- ☐ Staff wellness strategies
- ☐ Compensation
- ☐ Recruitment
- ☐ Employees with limited English proficiency



Call to Action on Engaging Lived Experience Experts

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- ✓ Meaningfully involve survivors in program planning and development, and compensate them for their time and expertise.
- ✓ Give and receive support to other lived experience experts.
- ✓ Avoid tokenizing, support skill development.
- ✓ Engage lived experience experts meaningfully, by informing, asking, involving, collaborating, and empowering them.



Tools and Resources

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Meaningful Engagement of People with Lived Experience

<https://nationalsurvivornetwork.org/meaningfulengagement/>

National Survivor Network

<https://nationalsurvivornetwork.org/>

Toolkit for Building Survivor-Informed Organizations

- Trauma-informed resources and survivor-informed practices to support and collaborate with survivors of human trafficking as professionals

<https://nhhtac.acf.hhs.gov/system/files/2023-03/Survivor%20Informed%20Toolkit%20Updated%202023.pdf>

Survivor Engagement in the Anti-Trafficking Field: History, Lessons Learned, and Looking

<https://www.state.gov/engaging-survivors-of-human-trafficking-2/>



Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault TA

Learn more about training, TA and resources:

<https://www.futureswithoutviolence.org/human-trafficking>

Contact: learning@futureswithoutviolence.org

Resources:

- Ten Action Steps: Building and Sustaining Collaborations to Support Trafficking Survivors of Domestic Violence and Sexual Assault, A Toolkit for Advocacy Programs
- Building Collaborative Responses with Healthcare, for Domestic Violence and Sexual Assault, Task Forces and Multidisciplinary Teams Addressing Human Trafficking
- Collaboration to Increase Access to Employment Opportunities for Survivors of Human Trafficking and Domestic and Sexual Violence



Thank You and Evaluation

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Please take a moment to take a short evaluation and request a certificate of participation.

Link: <https://forms.gle/cipjeVJvY5nGK2tg8>

Learn more and access resources:

<https://www.futureswithoutviolence.org/human-trafficking>

For questions and resources, contact:

Mónica Arenas

learning@futureswithoutviolence.org

