



LANGUAGE MATTERS: SELF-SUFFICIENCY TO ECONOMIC EMPOWERMENT. HOW DO WE NAME WHAT WE DO?

Session Guide & Resources

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Webinar Description

From self-sufficiency to economic empowerment, there are many different terms used to describe supporting survivors with education, career and financial development. This peer learning session will examine the key terms used in the economic empowerment field and identify if they align with the communities served.

Facilitators: Aims Babich ([You Are More Than](#)), Sarah Gonazlez & Carlyne Ouya ([Futures Without Violence](#))

About Organizations:



[Promoting Employment Opportunities for Trafficking Project \(PEOST\)](#) provides training and technical assistance program for victim service providers, local workforce development and educational service providers, employers and survivors on innovative strategies to increase access to quality education and employment opportunities for survivors of human trafficking.



[You Are More Than](#) is a national survivor-led nonprofit organization, transforming the growth of BIPOC and LGTQIA+ survivors of domestic trafficking and those negatively impacted by the commercial sex industry by providing barrier-free access to survivor-centered support focused on mental health, education, and economic stability.

Learning Objectives

By the end of this webinar, the learner will be able to:

- Understand how language can impact economic empowerment program engagement.
- Identify the limitations of the language we use to describe economic empowerment programs.
- Recognize key cultural considerations when naming and describing programs.

Agenda

- **1:00-1:40 pm EST** Introduction to Peer Learning Series (40 Minutes)
 - Grounding Exercise + Icebreaker: Breathing & "I am From" Poem
 - Community Guidelines
 - Opening Survey & Intention Setting
- **1:40-2:10 pm EST** Language Matters Context Setting (20 minutes)
- **2:10-2:20 pm EST** Language Matters Cultural & Equity Considerations (10 minutes)
- **2:30-2:45 pm EST** Group Activity & Action Planning (35 minutes)
 - **Discussion Questions:** What are the terms you currently use within your economic empowerment program? Based on what you have learned so far today, what do you think the impact is of the terms used by you/your organization? What language have you heard your community use? Identify a cultural group you would like to reach. Create a name/description of an economic empowerment program that may resonate with that community.

About Speakers



Aims Babich (they/them) is a lived experience consultant, trainer, and speaker on sex and labor trafficking, who approaches their work from an anti-oppressive lens. They have worked with a wide range of organizations worldwide, such as [You Are More Than](#), [Survivor Alliance](#), [Freedom Fund](#), [The American Bar Association](#), and many more, to provide customized trainings and consultation. Aims has engaged in empowering survivor leaders through peer-to-peer mentoring at You Are More Than, facilitation in Survivor Alliance's Leadership Academy, and training survivors to become trainers and entrepreneurs themselves. They have served on number task forces and advisory councils, striving to bring voice and representation to LGBTQ+, transgender, and sex working survivors.

In addition, Aims currently works in the mental health and alternative healthcare fields, with an emphasis on supporting the LGBTQ+/TGNCI community, individuals living with eating disorders, survivors of violence, and marginalized folk. They take a holistic approach in their work through community-based care, trauma-informed care, harm reduction, and mutual aid. Babich also owns a small business where they practice massage therapy and somatic bodywork.



[Sarah Gonzalez](#) is the Associate Director for the Workplace and Economic Justice Team at Futures Without Violence Sarah (she/her) leads FUTURES' economic justice initiatives related to safe and sustainable employment and economic opportunity and mobility and provides strategic guidance and direction to FUTURES' economic justice policy portfolio. Sarah oversees the [National Resource Center, Workplaces Respond to Domestic and Sexual Violence](#), a national training and technical assistance program that works with employers, labor organizations, workers, and survivors to create safer, equitable, and worker-centered workplaces. She also provides thought leadership to programming focused on improving access to quality employment opportunities for survivors of trafficking and gender-based violence through the implementation of trauma-informed workforce development strategies and fostering local cross-sector collaboration between victim service providers and workforce development programs.

Finally, Sarah launched ground-breaking research studies on economic sabotage, control, and exploitation and its impacts among adolescents experiencing relationship abuse and programming co-led by teens to disrupt and prevent economic abuse. Prior to joining FUTURES, Sarah oversaw the [Economic Security for Survivors Project](#), a national training, technical assistance, and research project at the Institute for Women's Policy Research and Wider Opportunities for Women and facilitated family economic security programming in the District of Columbia. Sarah received her BA from Colgate University and MPP from the McCourt School of Public Policy at Georgetown University.



[Carolyne Ouya](#) [she/her] As a Senior Training & Technical Assistance Specialist at FUTURES Workplace & Economic Justice team, Carolyne focuses on improving access to quality education and employment opportunities for survivors of trafficking and gender-based violence. Prior to FUTURES, Carolyne served as Director of Strategic Partnerships at [Access Youth & Immigration Services](#), one of the largest victim rights and employment services agencies in San Diego County. Carolyne is dedicated to creating culturally specific and accessible solutions. She has shown this dedication through direct services as a legal advocate for survivors of domestic violence, sexual assault and trafficking from African/East African communities. She has also served as Director of Education for [Silayan Filipina](#), a San Diego based women's leadership and community development organization that centers the Filipino community.

Carolyne has facilitated county wide public health initiatives through her role within the [Live Well San Diego Community Leadership Team](#) where she supported the County of San Diego in [developing community action plans](#) focused on behavioral health and economic mobility. Carolyne earned her undergraduate degree in Psychology & Public Health from Santa Clara University and is currently a masters in Marriage, Family, and Therapy student at The Chicago School of Professional Psychology.

Resources:

1. [University of Minnesota Business Writing for Success: Language Can be an Obstacle to Communication](#)
2. [Overcoming Language Barriers to Communication](#)
3. [Representation Matters: Using Trauma Informed Language and Imagery in Victim Services](#) (PowerPoint & Webinar Recording)
4. [Jargon Is a Barrier: Why It's Important to Keep it Simple](#)
5. [How the exclusive language of science makes it inaccessible to larger community](#)
6. [Transformational Collaborations: Considerations to Apply a Racial Equity Lens](#)
7. [Rethinking Language Access: A Comprehensive Approach to Serving Deaf Victims and Victims with Limited English Proficiency \(LEP\)](#)

Session Follow Up Plan

1. **Economic Empowerment Peer Learning Office Hours:** This space will be offered to the 2023 Economic Empowerment Peer Learning Cohort to reflect on sessions, resources and continue with action planning/implementation of best practices related to the Five Tiers of Economic Empowerment. Wednesday's May 10, May 17, May 24, May 31, June 7 at 11:00-12:00pm PST/2:00-3:00pm EST. [Join Office Hours Here](#). **Meeting ID:** 869 2318 2889 **Passcode:** 224100
2. **Promoting Employment Opportunities for Survivors of Trafficking Project Office Hours (General):** Participants are encouraged to join FUTURES staff every 3rd Wednesday of the month for office hours to dive deeper into webinar key points, navigate resources and engage in peer learning/group discussion around this intersection. [Sign up for office hours here](#).

3. **Individualized Training & Technical Assistance:** FUTURES provides free training and technical assistance to help implement this information into service delivery, curriculums and more. Sign up [for individualized training and technical assistance here.](#)
4. For additional questions or concerns, contact Carolyn Ouya (Program Manager) at couya@futureswithoutviolence.org