



“Collaborating to Address Trafficking in Rural Communities: Lessons from the Field”

December 1, 2016 1.5 hours

Webinar Captioning Script

>> Hello, this is Elena Dineen.

We had audio malfunctions, but I think we're up and running. I apologize for having to start a few minutes late. So, my name is Elena and I'm staff here.

We're hosting today's webinar "Collaborating to Address Trafficking in Rural Communities: Lessons from the Field." We'll start with some logistics. During the webinar, your microphones will be muted, but you may ask a question or report a technical issue using the chat function on the right-hand side of your screen. I want to point out a couple of features. Closed captioning is provided in today's presentation. Captions will appear in the box at the bottom of your screen and you'll have the ability to scroll up and down. When you manually scroll through the text, the audio will be enabled. Click on the audio scroll box. The chat box is located on the right-hand side of your screen. I see that many of you have already found it. You'll be able to ask questions and we'll have a question and answer question at the end. We'll do our best to answer all of those questions by the end of the presentation. This is part of a project called building collaborative response and is supported by the Department of Justice, Office on Violence against Women.

We will also host a two and a half-day training on building collaborations in 2017. And additionally, at the end of January of next year, we'll be hosting a webinar on collaborating to address the needs of traffic survivors with disabilities. More information on the webinar and the training will be available on our website.

We are honored to have two presenters and experts in the field of trafficking with us. Ana Vallejo: Is a co-director, attorney, at VIDA Legal Assistance. She has over 15 years of experience in the field of human trafficking and previously served as the project coordinator for intercultural human rights at Saint Thomas university school of law. She's a member of the Florida state wide task force. Christina Sambor is our second presenter. She is co-chair of the North Dakota attorney general's commission. She works with nonprofit, state agencies to fund law enforcement investigations and facilitate cooperation in the fight against human trafficking.

So, before we begin our presentation, we'd like to start with a few polling question. The first question is to get to know our audience members better. Which best describes the organization you work in? We'll accept some answers and then broadcast our results in a minute. Okay Great Let's go ahead and broadcast those results. I think you can see from the results, it looks like folks represent a number of different disciplines and that's really wonderful. We like having so many of you be able to join us today. So, we'll go on to our next polling question. What best describes your experience doing anti-human trafficking work? Go ahead and take a minute to answer the question and then we'll broadcast the results in a minute. Yeah, so, it looks like maybe about half of you have listed yourself as having basic experience doing human trafficking work, which is really great. Others of you have much more experience.

Today's presentation is going to be lessons learned in the field. We do have some other presentations and webinars that FUTURES has hosted that are listed in one of the resource boxes in your screen under web links. These are links to previous webinars that we have done, that give a little bit more information and background on the issue of human trafficking in the context of domestic violence and sexual assault. We'll move on to our last poll question, which is to ask about the geographic location where you work and what best describes the geographic location in which you currently work? Rural, Suburban, working in rural areas? Or an urban service provider or organization or other? Again, we'll take a minute to collect results and then broadcast them. And from the results, it looks like similarly, about over half of you have listed yourselves as working in more rural areas. And many of you -- about 18% -- have noted that you work in an urban area but you're working on rural issues, as well. That's great. So, again, welcome to everyone.

So, before I -- we start our presentation, we want to give a little bit of context to how we got here and my work here at FUTURES, I'm a staff attorney here, I worked in legal services in rural California for several years and really grappled with some of the challenges many of you may be considering as you're developing programs and strategies, perhaps as service providers working in rural communities or as partners in a state-wide or regional task force, thinking about how to leverage the resources you to address the trafficking you have.

Today's presentation will provide an opportunity to hear from our presenters about the promising and innovative strategies they're developing with rural and community-based organizations in North Dakota and Florida with the hope that -- maybe things you're already considering. They might help you as you develop your work in your region. So, as a result of today's webinar, we hope you'll be better-able to:

- Describe the unique needs of traffic survivors.
- Highlight the benefits to address human trafficking in rural communities and identify examples of existing cross-sector models.

With that, I will turn it over to Ana.

>> Ana Vallejo: Good afternoon, everybody. I'm really excited to be a part of this training. We're going to go over a lot, so I don't want to waste a lot of time introducing myself. If you

have questions, please ask them as we go along. We're going to go over the basics of human trafficking very quickly. This is not a human trafficking 101 training and we are assuming that you have some experience. To get an overview, human trafficking under our laws is generally the use of force, fraud and coercion to compel somebody into providing labor or services, including commercial sex acts. It involves every part of the transaction, from the moment they were recruited, abducted, kidnapped, crossed over the border and the use of force, fraud and coercion to make that person provide some kind of labor or service. It is for the purposes of exploiting that purpose for profit. Can you move the slide for me, Elena, please? I don't know quite how to do it. So, there are -- basically, three types of victims.

- Victims who are compelled into doing commercial sex acts who are under the age of 18 are automatically considered victims.
- Anybody who's under the age of 18 involved in commercial sex automatically is considered a victim, there's no need to show force, fraud or coercion. Our legislation does not consent of a minor -- is not foreseen in our legislation.
- And then you have those who are involved in commercial sex acts who are over the age of 18, where you do have to show force, fraud or coercion to qualify as a victim. And then we have the person who's involved in any kind of involuntary servitude or being compelled to provide service.

In those cases, there's always going to need be a showing of force, fraud or coercion, regardless of what the age of the victim is. Next slide, please. So, when we break it down, what we're looking for -- trying to decipher whether someone's a victim of trafficking or not, you want to break down the definition into:

- What was the profit of obtaining this person?
- How were they recruited?
- How were they harbored?
- How were they transported?
- What was used in order to compel the labor or services?

So, you're going to look at --

- Was there force?
- Was there any kind of physical force?
- Did they threaten to use force?
- What was the fraud?
- Sometimes you have a combination of force and fraud or more likely fraud and coercion and what we're looking for is, what are those elements?
- What was the environment in which this person felt compelled to provide labor or services?
- And then you want to see what was the end result?

They were trying to make this person either work for free in a situation of involuntary servitude or work to pay off a debt or they had them in slavery condition or they were using them in the sex trade and when we're looking at this, we're considering that sometimes, it's not just a commercial sex act, but that people may involve in situations that involve some kind of sexual activity that's not necessarily illegal. And those might be people who end up being compelled into services, like providing exotic dancing or doing porn shows. Next slide. So,

when we're talking about what are the considerations that we're looking at when we're looking at people who are trafficking in rural communities, we need to think about what are the risk factors and what are the populations that are at-risk? We know that in rural communities, already, you have increased poverty rates, a lot of times, there's a demand for low-skill and manual labor and also a demand to keep operation costs lower. Also, there is fluctuating work populations, according to the season or the type of work that's been done or depending on the industry that where you might need to bring groups of people to provide specific work for temporary periods of times and that fluctuates according to the industry or the season.

So, what's the population that we normally see who's at risk in these situations?

- Run-away and homeless youth.
- American Indians or Alaska natives.
- And also, you see folks that are undocumented or temporary visa holders. They're coming into work for agriculture or sometimes even in domestic work.

So, what we need to consider also is that the person is new to the community. There's a lack of support structure that they can access. And also, they're dependent on their traffickers for housing, for transportation, or for their immigration status. So, it makes it a little bit harder for them to leave. So, I kind of already addressed this. What other areas -- we can take a quick poll so we can see -- what other areas do you think that there are folks that are trafficked in rural communities? Like I mentioned, we have -- I'm going to continue talking while you guys are writing. Sex trafficking is very common. Sometimes we see -- the venues that we see victims of sex trafficking in rural communities are sometimes truck stops, sometimes they're street prostitution. We've also seen -- at least in the state of Florida, victims are sometimes advertised online and they're provided in kind of the quote/unquote delivery services where the victim is taken to a particular place to provide the services. We also see homes converted into brothels, a lot. And we also see folks in agriculture and restaurants and construction work and I mentioned also domestic workers. I think in the -- there's other -- I'm going to just mention a couple of other ones. We also see sometimes traveling sales crews and that's becoming fairly common and also folks that might be traveling with circus or carnivals and that sort of business or enterprise.

When we're talking about working, you know, within domestic violence and sexual assault programs in rural communities, how can we address trafficking? We can leverage the resources in a particular community. We know, for a fact, that there are certain services that are difficult or hard to get to and so we -- we need really the help of everybody because we have so many limited resources, to be able to help individuals. Domestic violence and sexual assault programs are one of the few community-based service providers that might be in a particular community. And, because of the work that you're already doing, you're perfectly poised to be able to work with survivors of trafficking. Human trafficking is about power and control, similar to the domestic violence and sexual assault. And also, the needs of the survivors are in terms of safety, planning and housing and food services when they're just getting out of a trafficking situation, are very, very similar. So, if you are working for a domestic violence or sexual assault program, you are going to want to build on what other organizations are

already working with the populations that you normally see and try to leverage as many resources as possible so that all the needs of the survivors can be met. So, some similarities between human trafficking and domestic violence and sexual assault are, you know, definitely isolation. Victims might be physically isolated, not only from their families, but from their places that they normally know. There's going to be some kind of restriction of movement. There's financial control. Sometimes the person may have a debt and they're supposed to be paying it with their work, but it is always increasing. So, the survivor never has really access to enough money to come up with a plan to escape. There's also intimidation, physical and sexual violence, sometimes. Sexual violence is used as a method of coercion and so in a lot of the labor trafficking cases that we've seen, we've seen that victims have been sexually abused. This happens in cases -- in which men have been victims of trafficking.

Also, you see -- you know, false promises, psychological manipulation, environments of fear, so you might have people who are witnessing the abuse of other people and that is enough to keep that person also in a situation of compelled services. Also, we've seen situations in which the drug or alcohol dependency has been used in order to keep that person subdued and keep that person in compelled labor and either alcohol or drugs is added to the debt that they may have for housing or food, for transportation. If it's the case of an immigrant or somebody who's being brought in, the transportation to come to the state where they end up working. So, I think -- we'll pick up and we'll use some of the examples in Florida and in North Dakota to really highlight how we're doing this work with rural communities, even though not all of us are working in a rural community.

>> Thanks, Ana.

>>This is Christina Sambor from Bismarck, North Dakota. Can everybody hear me okay?

Great, thanks. So, I am going to give you a little bit of background on my organization, FUSE, and also on myself because I think it's relevant to talk about in some states that are similar to North Dakota or other states, ones that have more metro population, but you're working in rural areas, a lot of the time, there can be a perception that this is not a problem in rural or America or it may be limited to more urban areas.

I want to tell you about our experience in North Dakota and what the catalyst was for us to develop the North Dakota human trafficking task force. So, I have a legal background and I went to law school and got involved with anti-trafficking work and worked on policy and legal article writing around the issue of trafficking. I graduated from law school and did international work for trafficking. And that really kind of helped shift some of my knowledge and awareness about trafficking to a more domestic angle. A lot of my experience had been a bit more of the academic or policy areas. And I had happened to graduate in 2008, which as we all recall, was right around the time that the global economy decided to collapse and so I ended up going back to North Dakota and part of the reason I ended up going back to North Dakota, when I was living on the coast, is North Dakota had a 2.3% unemployment rate during the global recession and so I kind of came back out of my own career needs, I guess, as a young attorney just out of school, and started working in the private sector. But the reason that the job market was available for me, also dove tails into the reason that FUSE and North

Dakota human trafficking task force exists. FUSE had come in as an energy boom related to fracking in North Dakota.

During the boom, there was lots of economic benefit to businesses and there was lots of perceived -- I think -- positive attention and it seemed like the narrative in North Dakota around it was it was a very good thing for the state. But when you went and started talking to social service providers, you started to see a different side of the boom, our shelters, our run-away homeless youth were housing double and triple the number. They had greater levels of lethality and longer stays in the shelters. They had law enforcement routinely taking victims to the shelters because a lot of these shelters were identified as the critical or sole provider.

So, shelters were providing services to the victims, but they were also seeing different kinds of victimization and noticing recruitment problems in shelters or the branding-time tattoos we see in trafficking work. So, the vast majority of the programs in our state were willing and attempting to meet all the needs they could but felt like they needed additional resourcing and additional staff to meet these increased needs. So, I'll go into a little bit more about why that oil and fracking boom created pressure on our program. It's all centered on collaboration, not just within your community, but across communities and across the country to serve survivors. When you look at this next slide, this helps kind of summarize what, in our experience, we see are often the varied needs of trafficking survivors. And as you can see, and this is something that I've struggled with pretty openly, nobody that comes in to do this work can possess all of these skill sets. It is going to involve five, six, seven, eight different disciplines that need to work together. When you're in that position, it's almost impossible to do that when you're under a time crunch. You had to start working on the collaboration ahead of time so you have protocols and a system in which can work, that is varied for the needs that trafficking victims may have.

Let me shift back to our North Dakota example. And so, I put up this slide to kind of give you a context of what the current population, around 750,000 and almost 90% Caucasian. The reason that this is really kind of relevant is that up until 2011-2012, the population of North Dakota had been stagnant around 630,000 since the great depression. So, you can see on this next chart of our population, there was a settlement population growth and then it really stagnated and lowered, but had not cracked over 650,000 until 2010 when the oil boom came in. What happened when -- so, there was a technological advance in fracking that allows companies to come in and fracture rock, essentially, in the ground that allows them to capture oil and gas that was previously unavailable to them. North Dakota rocketed up to the number two oil producer in the country. There were 100,000 workers that migrated to North Dakota. And what's really interesting when you look at that is you look at the court data for some of the court systems, you'd see 10 or 12-fold increases in felony-level crime and almost stagnant rates of divorce filings. What it indicated -- it plays out in some of the public perception, most of the people that came in related to the oil boom did not view North Dakota as their home, they viewed it as a place they were working for the time being. There was lots of impacts of that in North Dakota and one of which was this sort of -- I think to a certain degree, somewhat of a misunderstanding and a blaming or demonization of the people coming to work. It really

started to sweep in some things that were not characteristic of our region in the state. It takes place in the northwestern corner, which is the most remote part of our state. You had sophisticated drug trafficking and sex trafficking because you had this overwhelming influx of workers that were about 65% to 75% male, you had a gender imbalance and economic opportunities and those economic opportunities were not lost on illegitimate trade, either. What you started to see, at that point, was a lot of visible objection to prostitution occurring around local businesses. You saw a reaction to, we don't want prostitution in our hotels. It was a bit of a manifestation of some of the struggle that people were having, I think, with this really, really fast and really jolting transition in their communities.

At that time, I was working in the private sector and I friends that were working in the oil patch and saying there was a big proliferation in prostitution and stripping and the effects going on up there. So, I essentially -- through a few great turns of luck, got a fellowship from a local foundation and was funded for two years to look at this issue of the proliferation of commercial effects in North Dakota. FUSE -- the same time, five local non-profits in Bismarck were getting these some questions. We're seeing this different type of victimization. We've got community pressure. And so five different advocacy organizations formed FUSE in the summer of 2014. I joined that effort and they brought me on as a full-time coordinator. And so really what we did with FUSE is started a grass roots effort to collect community input. Admittedly -- you can see in the title, this was originally focused on sex trafficking. We are broadened the scope of FUSE and the North Dakota human trafficking task force to include labor trafficking as well. Part of it was that specific response to commercial sex in North Dakota. So, just to sort of summarize some of the work we did early on, we held a summit in the fall of 2014 and we brought in about 250 people from around the state. We held panels and we had people come in that worked in prosecution offices and domestic violence programs and run-away and homeless youth programs to talk about, is this really happening? You're getting pressure and getting people saying it's blow-back. So, we had about three hours of community conversation around, okay, you work in these front line agencies, what are you seeing? In the afternoon of the summit, we had break-out sessions that were discipline-specific that were grounding or 101 training courses for people in law enforcement and domestic violence or sexual assault programs to give people grounding around the issue. The second day of the summit, we held a community brainstorming session, a community strategic planning session. We brought folks together to let us know what they were looking for. We took some of that information and went to the legislature and overhauled or state law. For anyone that's interested, it's 12.1-41. It's a uniform law. We enacted several things with that, two of the most notable is safe harbor or the decriminalization of youth. And then also, we secured \$1.25 million in direct services funding. The next thing that FUSE did is spearhead the efforts to apply for federal funding, which we were successful in and are very grateful for and that established the North Dakota human trafficking task force. What we did is we brought together sort of a direct services plan that really focused on an overall state-wide framework and so we're really lucky -- I know there's some of my colleagues from Minnesota on the line too, to be next door to and have access to great advocates and policy minds. Minnesota developed regional navigators, to make sure kids that are being trafficked are not being misidentified as needing to be in the juvenile court system. And so, we took a bit of that

navigator program from Minnesota and combined it a bit with a community organizing and CAP or child advocacy platform.

So, our North Dakota model requires a task force approach on a state-wide bases and building the overall structure for support. This was really strange for a lot of people. Funders have seen applications for task forces that are in the metro area. When you're trying to do that on a state-wise basis, it can be disorienting. We've had interesting experiences with moving that state-wide concept forward. One thing we looked at are the 16 services that the federal government requires us to provide. The bubble list is a good summary of some of those things. What our navigators did is start by -- we hired three navigators and identified three regions of the state that they would be working in. And, basically gave them three different tasks to help build community around trafficking, to build multi-disciplinary teams, law enforcement, domestic violence and sexual assault programs, run-away homeless youth advocates. So, to work within a community in their region, to help the community bring together a team like that, to establish that MDT to provide training and technical assistance and to provide limited case management support or direct case management support if and when necessary, we wanted the navigators to focus on mentoring local staff in working with trafficking victims. One of the things that we have seen as we have built this out is it's really been an asset to our navigators to have a social work background. All three of our navigators are licenses social workers and that has helped. This entire document's available in the file piece of this webinar. You can see this from the various colors and shapes. This is a summary of some of the services that are available in North Dakota and these highlight the ones that were available through state and federal anti-trafficking funding. It can be disorienting for somebody, I'm working with somebody, I think they're being trafficked, where do I get services? There's one navigator for each one of those regions and their job is to really help not only organize each of the communities in their region to have MDTs and to work in that regard, then to help individual service providers access services in the state or even in the country. The navigators are there to help so there is one person they need to call rather than feeling like they have to reach out to so many different service providers.

Most of the service providers we were working with were reporting that working on trafficking cases in a domestic violence or sexual assault program was taking them up to three times as much man power and time to work a case because of the level of trauma, the newness of some of the experience. And so one of the things we really hoped for with the navigator program is they could come in and help them with some of those tasks, and lift some of the time requirement off of local staff and help do case management and connections for some of the services that your client may need. And so really one of the core pieces of this model has been our collaboration with local domestic violence and sexual assault programs. And Ana touched on some of this earlier. There's really no way to overstate the deep community connections, the knowledge that domestic violence and sexual assault programs bring to the table. Many of them have been established for decades and have been through a lot of these collaborative processes and have a lot of the necessary law enforcement training and have led efforts. On the youth side, they have led cac efforts. When you're looking at an issue like trafficking, they can advise you. I don't think that can be overstated in rural

communities. A lot of times in rural communities -- what we see in North Dakota, they have relatively stable membership. People that have been there for a long time, that have been working in the same agencies for a long time. So, you really kind of get one shot to come in and work with them so it's important to do that carefully rather than coming in and saying, I'm going to come in and teach you anti-trafficking work.

We had other organizations that took that approach. It's critical to work with programs like DV SA programs. If you are that domestic violence and sexual assault program, here's an area that we would like to start working on in our community and here's some of the things we may need to look at and do differently. You're in a great place to have that conversation. Some of the challenges for domestic violence and sexual assault and programs work in a rural area, looking to do outreach. What we've seen is that sometimes some of the programs really need -- just need additional staff support and want to make referrals out, which is completely understandable. We really saw that in the context of having that boom environment where everything happened so quickly. And so, and being sensitive to that. Approaching it from a question-base. It is really important. We've really tried to have our navigators approach the work from a mentoring or a supportive standpoint. They've been able to step in and provide straight-up help working cases where needed because some of the programs have needed help for years and years and years and are just now getting the support. Obviously, logistics can be a challenge. We ended up hiring a navigator that works in northwestern North Dakota, but it is based in Bismark, which is the south central. It was tough to look at the necessary skillset to do the job. It can be a really complex job. So, we really had to build in a really healthy travel budget because of that. You can't always find the type of people you may be looking for. They may be there, they may not.

In the rural communities, having the ability of having someone that's willing to travel, being cognizant of having a healthy travel budget is something to think about. Don't presume or assume that all programs have trafficking knowledge for their programs. These are discussions that need to be approached and see where people are at. There's a lot of great people that have worked and developed a lot of talent and skills but may not have the formal training. Think, where might be assist in equipping or do an internal needs assessment and think about things that might help us better-do this work. The training and technical assistance piece for our navigators is important. It is to give training for themselves and help train. Some of the topics that our navigators have trained on is effectively collaborating with law enforcement, intake and case management, things that may need to be in place for intake and working with trafficking victims, specific impacts on trafficking and trauma and relationships. There was a great packet I saw as part of an annual conference, it talked about inner personal relationships and with the public and service providers and project reach was part of that. That would be a resource you could maybe get in contact with. I found that was really, really helpful. Tribal-specific consideration. Working to partner with organizations that can work with tribal communities in rural areas. Motivational interviews. So, what has been really helpful in this approach, leadership and support from community and law enforcement? We've seen that coming in and announcing, this is who I am is really in effective and can be perceived as -- I think -- some unwelcome advice to communities that really have a good sense of who they are

and what they need. By really respecting that and coming in from a partnership aspect, that's been helpful. We came to the table with resources, funding that was available for people that were doing this work. We have money for shelter, we have money for food, we have money for transportation, for job training skills. It's crucial to figure out ways you can get funding. We have staff available to help you with these cases that is all really important that you're coming in and not trying to advise or tell rural communities what to do. One of the other things that I think is really critical that has been important to our success is having dedicated leadership in each region.

Having navigators in each region that are looking at the overall progress and are also taking their local experience to a state-wide or national level to say, hey, how are we doing on a state-wide level and on a national level on taking these kinds of points of view into consideration? They're different and they're important. So, it's really important to, I think, to look at having dedicated leadership because these are collaborative environments, having people in charge of moving things forward. Some of the progress we've been able to make, we did a review of backpage.com. I'm sure many of you are aware that it's an online marketplace and it's permissible to post for escorts. It was a key statistic for us to look at. Sometimes in rural areas, you need a catalyst to draw attention to the fact that trafficking is impacting that community. In North Dakota, we just had it take over and it was self-evident that we needed to respond. In a lot of other places, that might not be the case. The Minnesota coalition against sexual assault does training in rural responses, as well. We have talked with them -- you can almost always illustrate there is a demand for commercial sex in any community. So one of the catalysts can be proactive law enforcement operation. If it may be there, people don't see it -- once we formalized a response in North Dakota, there's always been a commercial sex industry and people have come into North Dakota and been exploited in North Dakota. It wasn't in the consciousness.

I think it's really crucial, as people that involved in the response, accept that the demand for the purchase of sex or maybe the online purchase of sex through video chat or something is in your communities and you can almost always demonstrate that. We have proactive things go around in North Dakota. Across the state and every single time they've done a proactive sting, they have to shut it down early because so many people respond to the ads that they run. In Bismarck, which is hours from the oil patch, they posted ads on the online websites and had 69 respondents in less than two days and make 17 arrests. So, I think that's a key thing to remember in rural areas that may really doubt whether this is a problem. You can demonstrate that there's a demand in the community. Since we built the North Dakota human trafficking task force, we've served 44 people directly through the navigators. We have served 44 survivors through our task force and 140-plus occasions, we have done outreach to other organizations and helped them. That's a real big strength of the navigator program, you can increase the reach into other areas. Going forward, what are the things that we've learned and that we are working on? One, large-scale cooperation requires coordination. It requires staff time. Right now, we have three state-wide anti-trafficking agencies. Staff turnover is another big thing. Everybody struggles with staff turnover and so what we need to look at is building a deep bench and having the dedicated leadership so you're not building your entire

program around one person's contribution. If you get someone that's dedicated to the work, they can really take over. Getting leadership training and making sure they're building a deep bench around them is really crucial. I talked a bit about burnout. Build a regional and national network. There are a ton of people that are on the cusp of figuring some of this out. On almost a daily basis, I am reaching out to colleagues in other states and other communities and looking to their experience and guidance and then working with our staff to adapt that to our specific needs.

And I think the last thing that I want to leave you with is this is getting out there and doing it. Working with the skills you know you have, and so -- reaching out to the rest of us out there that are working alongside with you. We've talked a bit about this, the coalition and task forces, this model's being implemented around the country. I believe there will be -- time for questions at the end, so I will turn it over to Ana.

>> Ana Vallejo: Thank you, Christina. I'll explain about VIDA and what we're seeing in Florida and focusing on labor trafficking in Florida, rural communities. VIDA Legal Assistance is based out of Miami. We are a very small organization. We have 10 staff members: four attorneys, four paralegals and two [Indiscernible] staff. Our mission is to help immigrant survivors of violent crimes and we are the only organization in Florida providing legal immigration representation to survivors. That's it. There's no other goal out of the mission other than advance the rights of immigrant survivors who are in the state of Florida. When we're talking about Florida, one of the things we need to keep in mind -- even the service provision area for VIDA, in Miami, we have all -- you look at the map, we have more maps now -- more counties that look like they're urban counties. However, there's a very big difference within all of these counties. In terms of what the city looks like and then what it looks like maybe an hour drive south, an hour east or an hour west. In my example, it would be a drive an hour west, I may be in Miami County but the county looks completely different. We have the ever glades. If I drive south, there are ranches and nurseries and areas that are closed off with chain link fencing and then the industry agricultural but the population and demographics of the county are changing enough that they're not considered rural counties by the U.S. Census Bureau.

Same thing happens when we're in Palm Beach County, you know, when we think about county, you may be thinking about [Indiscernible] and golf courses. If you could go back to the map again, then when we drive a little bit closer to the lake, what we have is all agricultural -- agricultural ranches, harvesting citrus and vegetables. And so, when we created VIDA, one of the things that we tried to keep in mind was that we needed to be able to address the needs of the community in the urban areas, as well as in our more rural areas so we have an office in homestead and in Miami. One of the considerations that's we need to keep in mind that is Florida, the main [Indiscernible] of Florida is tourism and agriculture. And, both types of industries have a very big fluctuating workforce that comes in and out and usually, they come in and out around the same time. When our weather is nice and fantastic, usually between -- starting around September/October and going into May/June. When we're working with -- especially with farmworker, you have a workforce that is not just fluctuating into the state of Florida, but fluctuating into counties. A lot of people meet up and come to live in Florida and

then they get hired on to work in the different farms throughout the state. And so, for example, right now, I'm working on a case and the workers left during the -- during the summer months and traveled up north and then they're working now -- they're way back south into Miami, but going into some of these other rural counties.

We have a very large geographic area to cover in Florida and so, you know, workers might be being bused one hour or two hours to the places where they're going to work and then one hour, two hours where they're going to be eating and sleeping for the night. So communities might be very isolated. They may not be -- have any way of accessing -- of getting out of the situation. The transportation in Florida is very bad, so a lot of times, workers end up relying on these subcontracted drivers to get to and from work or to go to work in the other -- in the next county that they're going to be working in. I don't need to talk about the limited access of services. But just to give you an idea, I may be working on a case here in Miami and I'm finding out that there are survivors that need help, that are maybe one hour, two hours away and the next legal service provider might be one or two hours away from where the worker is. The same thing happens with finding shelters and finding medical services. And, the other situation that we have is that because we have migrant workers that are coming in from different places, we have a need for addressing language -- different languages. Sometimes indigenous language, sometimes European languages, depending on which area of the state you're in. So, most of the workers here in Florida might be depending on their employer for their immigration status. They might have one of the temporary visas that I mentioned earlier, either an H2a, which is for work in agriculture or H2b, which is carnival worker or construction work. Most of the time, they're dependent on their employer for housing and they are not allowed to live off-site or living off-site is not an option because the drive -- the transportation to and from work will be onerous. The other issue that we see a lot is -- that -- when we're working -- when we're having a trafficking case in the agricultural industry, you might have situations where you have a large area -- and many subcontractors bringing in their own crews to work in the fields, and not everybody who's working in those fields is necessarily a victim of trafficking so it's important to keep in mind, when you're doing interviews of workers, where you're doing these interviews and keep looking into what are the power dynamics? Who are you seeing? Who's watching out because that may end up putting that person in danger. And then the final point that I wanted to make on this slide is that we often see that there's an intersection in the context of labor trafficking and domestic violence and/or sex trafficking situations. You may have -- we've seen various sex trafficking cases in which the women and girls are being moved along the same lines, along the same areas, as the migration of the farmworker. So, you could potentially have a situation of people who are being put to work in the fields and at the same time, being forced to -- another case -- parallel case, maybe not together, of women who are being forced to provide service services to the workers. Also, we've seen situations where there's instances of domestic violence or where there's instances where individuals have been brought in to work and they're in a situation of forced labor in the agricultural context, but they also have a debt and they're forced to provide sex services, maybe in the trailer they're living in, to pay that off faster. We see situations of domestic violence that have occurred. I'll mention a case that has quite an interesting

intersection. So, when we're talking about some of the needs that survivors have, we're talking about the need to -- because of the type of -- can you move the slide over?

Because of the situation of the massive amounts of people that might be involved in a trafficking case, when you have a case that might involve multiple survivor, undoubtedly what we've seen is that we have issues related to housing the survivor and how does that look like? Sometimes some of the responses that we've seen around the state have been, let's find maybe a homeless shelter that can help.

We've seen that that's not necessarily the best option available and so we've employed different strategies, in particular trying to find maybe hotels and definitely a place to house the workers where there's other staff members that they can have access to. A lot of times, they get very afraid and feel like they might want to skip town and not ask for help because of the consequences the family members might be risking at home. A lot of times -- I already mentioned a need for interpretation and language services. But, there's also -- a lot of times, victims might have other employment claims and remedies that require the accessing of labor law [Indiscernible] not just in the immigration part, but also -- not only in the -- need help in the filing of civil claims, and violations of contract law, that may allow the victim to recover some damages and not only just damages from, perhaps, the individual subcontractor that -- that forced that person to work, but the -- also, the ranch who may be a willing participant or a knowing participant or in a position where they knew or should have known that the workers were being forced to work.

A lot of times also, you have a situation where you might have large groups of men that are being forced to work and there may not necessarily disclose all the trauma or may not have the tools within their cultural aspects, may not feel comfortable enough with discussing what has happened to them and how they've been affected. It's good to ask whether folks are having nightmares or trouble sleeping and what kind of nightmares they are having to kind of identify whether -- how this person has been impacted and whether this person's going to have other needs and how we're going to meet them in terms of their mental health. Also, in the labor context, we've seen that the cases are a lot more complicated and it's a lot more complicated not just to identify, but to gather the evidence that you need in order to prove a criminal case. And so -- what we've seen is that, individual police departments and individual federal agencies don't have as many resources directed at working on labor trafficking cases. Or bringing them forward. So, a lot of times, we end up having to do a lot of education of our prosecutors for them to be able to feel comfortable enough to bring a case forward or for an investigation to move forward. Sometimes the investigations take a very long time and a lot of times, they may not end up in a prosecution. So, when we're talking about -- did I skip this slide? No. In order to -- when we're looking at the intersection of domestic violence and labor trafficking, we need to keep in mind that there has to be some kind of labor component to a domestic violence situation, so it could be that the person is being forced to work somewhere else or they're working somewhere else and their money's being taken away. Or, that the person is being forced to work in the home or in the traffickers business to benefit that person's business.

So, for example, we had a case -- long time ago -- where a Guatemala woman was brought into the United States and she was -- her brother had been working with the trafficker. The trafficker decided that he was going to end up having a relationship with her and then domestic violence, they were beating and there was psychological threats to deport her and her brother and he had her working in his construction business, even while she was nine months pregnant, she was doing physical labor in a construction business. When she wasn't working with him, she was locked up in the house and had no way of escaping. So, in that case, you have to see the elements of force, fraud or coercion for the purpose of compelling it. It may be a trafficking that had a domestic violence component to it. I also wanted to mention the U.S. versus Tecum case. There was a young woman kidnap from Guatemala. She was brought into the United States and forced to work in the home. In this case, it was interesting because the way that it gets identified or investigated is because the wife of Jose Tecum, walking in on Jose Tecum while he is in bed with the victim and there is a fight and he hits her and so the wife calls in the police -- so, it's a domestic violence complaint and in the process of investigating, the victim advocate from the police department noticed that this woman was a young woman and started slowly interviewing her and finding out what had happened to her. Jose Tecum not only kidnapped the victim in this case, but also he -- to control her, he took a lock of hair and threatened witch craft if she did not comply. The important part in this case is the fact that you have the intersection of not just sexual violence to the victim, but there's also a domestic violence component in the case and a labor component. The case got prosecuted as a labor trafficking case.

So, in our response to this example, we had -- we have worker rights organizations. We partnered with the organizations to be able to work with them if they identify a case and to also work in the provision of legal services. We've also partnered with domestic violence and sexual assault service providers in rural communities, to be able to provide services and we're the legal service provider for the immigration legal needs. We've also partnered with law enforcement and we participate in all of the different task forces that have come up in the different types of communities. We have, in our office now, a project that we had been envisioning for a while, which is a roaming attorney project. We've partnered to be able to provide -- to be able to address some of the transportation needs that our attorneys would have. Basically the idea of the project was that we would have an attorney housed in VIDA that could go to the different domestic violence and sexual assault shelters, in rural communities, and conduct intake and provide services there. So, once a week, we travel -- right now, we -- it's a pilot project. And we are traveling to three different shelters in three different rural communities in Florida where we do the intake and we've done training with the advocates.

This project has been something we have been working on for about two years now and we just finally got it to the stage where we're actually doing the service provision. But, the important -- one thing that I really want to highlight is the fact that we work in collaboration with three other entities -- four other entities to be able to get the states to provide the services and do the intake and make sure the information remains confidential, that the person has access to the information that they need and more importantly, the attorney is

going to where the survivor is and not necessarily sitting behind their desk and waiting for the survivor to come to their office. If we want to really make the legal services accessible, we needed to be able to make it easier for the survivors to come to us and receive the services. So, in addition, we looked into the fact that collaborating with worker rights organizations is very important because survivors -- a lot of times what is happening is survivors of trafficking were not necessarily being represented as victims of trafficking. They were being identified as somebody who may have received an egregious employment labor law violation and so the cases were not necessarily seen in a way in which the survivor could maybe access benefits and where the traffickers could really be stopped from continuing to commit forced labor or trafficking crimes.

So, also, the strategy that we've used is that we've been housed in homestead, we're housed in a community-based organization that is a crisis center. It is also an organization that's considered an ethnic community area, we've been able to understand the community and develop a trusting working relationship with the community so that other people then have started to come. We also did this with the community. We were conducting intake at an organization with an attorney present so that the understanding and the communication was easier for the survivor. We've also employed the strategy of working with worker rights organizations because they are able to help us understand -- not just the community, but the industry and what intricacies and how that particular industry works. And they've also helped in providing -- assisting in providing legal services in terms of coordinating housing, coordinating transportation, sometimes my time schedule does not allow me to drive two hours to Immokalee and two hours back, but you know, sometimes we can coordinate and they can bring the person to our office and then we can go and drive -- drive the person back. But this has required a lot of -- not just leveraging of our knowledge and our capacities, but also a lot of flexibility. You can forward the slide.

We've been able to then leverage the expertise from every organization, but also figure out we are going to provide the services and what we've seen is we need to have flexibility and not just flexibility on our times, but also on how we're going to actually do this work. So, it may mean that organizations need to figure out if you have somebody who's working 40 hours or who may end up working more than the hours that they need to work or are scheduled to work, that they have the time off or that we [Indiscernible] schedules so that the survivors can come to us or we can go to them. So, I'll give you an example of one of the things we've done in particular with our LGBT community, we've realized that the community usually feels more comfortable coming in, in the afternoon. I conduct it at an LGBT center and I start my day at noon because I know I'm going to be talking to people until 8:00 or 9:00 at night. And that's the type of flexibility that I'm talking about.

Also, keep in mind that with all of this collaborating, we have to be very careful of how we're sharing information and how we're keeping information confidential and which -- what information should we be sharing? Definitely as an attorney, I don't necessarily need to hear everything that the person has said in their mental health sessions with their counselor.

Similarly, I do need to understand if there are some issues related to trauma and how trauma is affecting my client's behavior and how that's going to be perceived and they're doing an investigation or prosecution and they need to go to court in a civil case. When we're talking about also language accessing, that's another area in which it's very helpful to collaborate with ethnic and other organizations, keeping in mind that the information -- that some communities might be so small that in interpreters that you use, you may need to go outside of your individual community to be able to provide adequate interpretation services. And also always keeping in mind, asking the survivor how comfortable they feel talking to somebody in their own language.

We've had this happen in not only cases in Immokalee with farmworker communities that come from Mayan-speaking languages and also we've had this situation when we have -- our community in south Florida's very small so when we're looking for Asian languages, the community is so small that we've had to go outside of the community in search of an interpreter who doesn't know the survivors and who doesn't know anybody else within the community. So, also, we've developed materials and videos. We've used materials and videos for educating the workers, but also we've done [Indiscernible] and other audio/visual that have helped survivors.

So, what are the takeaways? You want to be able to collaborate across jurisdictions and sectors in order to build a relationship and build a relationship with the partners. You want to be present at community events so that they see you present there and they start trusting your organization and trusting you. And we start getting the referrals that you need. Definitely, there's a need to have cross-sector training. Not everybody's going to be an expert on everything, nor do you have to be. But I think it's important that you know enough so that you know when it is that you are going to ask for assistance and how. You want to be able to also learn what industries are most common in your rural areas and how do the intricacies work? And you also want to be able to coordinate the services with other organizations so and the survivor moves from one place to the other, there's no gap in services for the victim. Also, when we're doing training, we usually involve domestic and sexual assault programs, not only in our collaboration, but invite them to conduct training and be a resource for the community. I think I'm out of time and I think we can open it up for questions.

>> So, thank you, both, Ana and Christina, for presenting today.

We've had a couple of questions come in and we are out of time, but because we started late, we're going to take another few minutes. So for participants that are able to stay an extra couple of minutes, we're going to have some time for questions. For those that need to leave, thank you for participating. One of the questions that came for both of you is about needs assessments surveys and if either of you, in developing your programs state-wide, have utilized any need assessments surveys for that community to figure out what are the unmet needs and addressing trafficking or if you knew of other examples that might be help?

>> Ana Vallejo: When we were developing the roaming attorney project, one of the things that we did was a needs assessment with the different rural shelters in the community to find

out what their understanding was about human trafficking, what were the types of victims that they were having contact with, if any? And we -- I think we can ask the Florida coalition against domestic violence to share that information with you, if necessary.

>> Christina Sambor: This is Christina. I typed a brief response.

One of the things that we did -- there's a lot of time and good platforms for it.

There's been no shortage of other state-wide organizations, whether that be the Department of Human Services that have done trafficking-type training, to tack on to something like that. We brought in a local facilitation group and had them divide up the group into multi-disciplinary so they separated kind of the DV advocates and the cops and the youth advocates and had them talk with each other about what was working and what wasn't working and what they were seeing and what they needed. We got better information doing something like that versus circulating. We did a needs assessment that was helpful -- you have a captive audience so I think it was helpful for us to do an activity. That's what I would recommend.

>> Great. So, for those who are interested in some of those resources, that were mentioned, Monica is going to put her address -- her email address at the very last screen. So, feel free to email Monica if you're interested in that resource that Christina mentioned. One of the other questions that came up, actually, in the pre-registration, is about transportation. And, Ana, I wonder if you could talk a little bit more about sort of some of the more informal strategies you've utilized to figure out transportation for allowing survivors to access services across large geographic areas? I know it's something you've grappled with.

>> Ana Vallejo: So, I did mention that we needed to be flexible and I think sometimes in addressing the transportation needs of survivors, you know, that flexibility is very important. Like I mentioned before, we've had a good working relationship with the coalition of Immokalee workers and the fair food standards counts canal RR.

We've been able to, at some point -- our agency has some insurance that allows us to travel with our clients and the coalition and the fair food standards council also have that flexibility that we are able to -- they're able to travel with survivors. So, we have employed a number of strategies, including, you know, I'll meet you half-way from Immokalee to Miami, if the person needs to come testify, for example, at a hearing, or being available for an interview, we've met half-way. So, I've picked them up and driven them to where the meeting is and then coordinated back for the pick-up at the half-way point. Sometimes, that had -- some of the other organizations brought the person to Miami or I've been able to go to -- to where the survivor is and transport the survivor to where we need to be. But, it's been something that is creative and it's on an ad hoc case-by-case basis, pretty much organizations trying to figure out how we can figure this person so they can access the legal system and definitely involving a lot of creativity and flexibility. One thing you need to think about is the insurance component, which might get in the way of organizations being able to transport. The good thing is -- when we're talking about domestic violence -- when we're talking about domestic violence and sexual assault programs, a lot of them already might have some transportation program -- some transportation needs built into their program and so we've been able to also work with the shelters so that we're able to figure out what the transportation's going to look

like. If the person's going to be getting a bus pass and getting the information on how to take the bus and somebody takes them to the bus and picks them up from the bus stop or also, you know, taking the train, or other means like that. So, we've been able to kind of work it out. But it's been through ad hoc, case-by-case and a lot of flexibility.

>> Great.

>> Christina Sambor: This is Christina.

Part of the transportation, too, that is another strength of the community-based MDT approach. We've had discussions in some smaller communities about, is there a way to insure -- get insurance or create a volunteer transportation tool? That's something the community can discuss. I think that's another way that doing that MDT model can be really helpful is that you go to the community and say, how do we help address this particular need?

>> That's really wonderful. So, thank you, both, for everything that you've shared with us today. We're out of time. We're over time, to be honest. But I really thank all of you who were able to stay later. We had times for those questions. I want to remind everyone to fill out the evaluation on the survey monkey on your screen and also to let you know that we'll have our next webinar in January, on January 19 on coordinating to address the needs of survivors of trafficking with disabilities. We're hopeful many of you will be able to join us for that one. So, thank you. And that concludes our webinar for today.