



Strengthening Domestic and Sexual Violence Programs For Trafficked Survivors: Intersections, Equity, Cultural Humility, and Collaborations

**Webinar
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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



Faculty and Facilitators

3



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Group Agreements

4

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.



Learning Objectives

5

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

- Identify the ways in which human trafficking can intersect with domestic violence and sexual assault
- Apply principles of equity in supporting survivors of domestic violence, sexual assault and human trafficking (DV/SA/HT)
- Identify strategies to support survivors of human trafficking within domestic and sexual assault organizations, and in collaboration with others in your community.



Human Trafficking Intersections & Vulnerability



Chat Question

7

What are some possible similarities between the experiences of domestic violence, sexual assault, and human trafficking survivors?



Similarities in Experiences of Trafficking, Domestic Violence and Sexual Assault Survivors

8

- Physical violence
- Restrictions on freedom of movement, control, isolation
- Financial control and dependence
- Intimidation, fear
- Fostering of drug and alcohol dependencies
- Similar elements of power and control and victimization
- Perpetrators may use relationship of trust to their advantage

It is not uncommon in federal trafficking prosecutions for the trafficker to be the husband, boyfriend, or romantic partner of the victim. (Human Trafficking Legal Center, 2018)



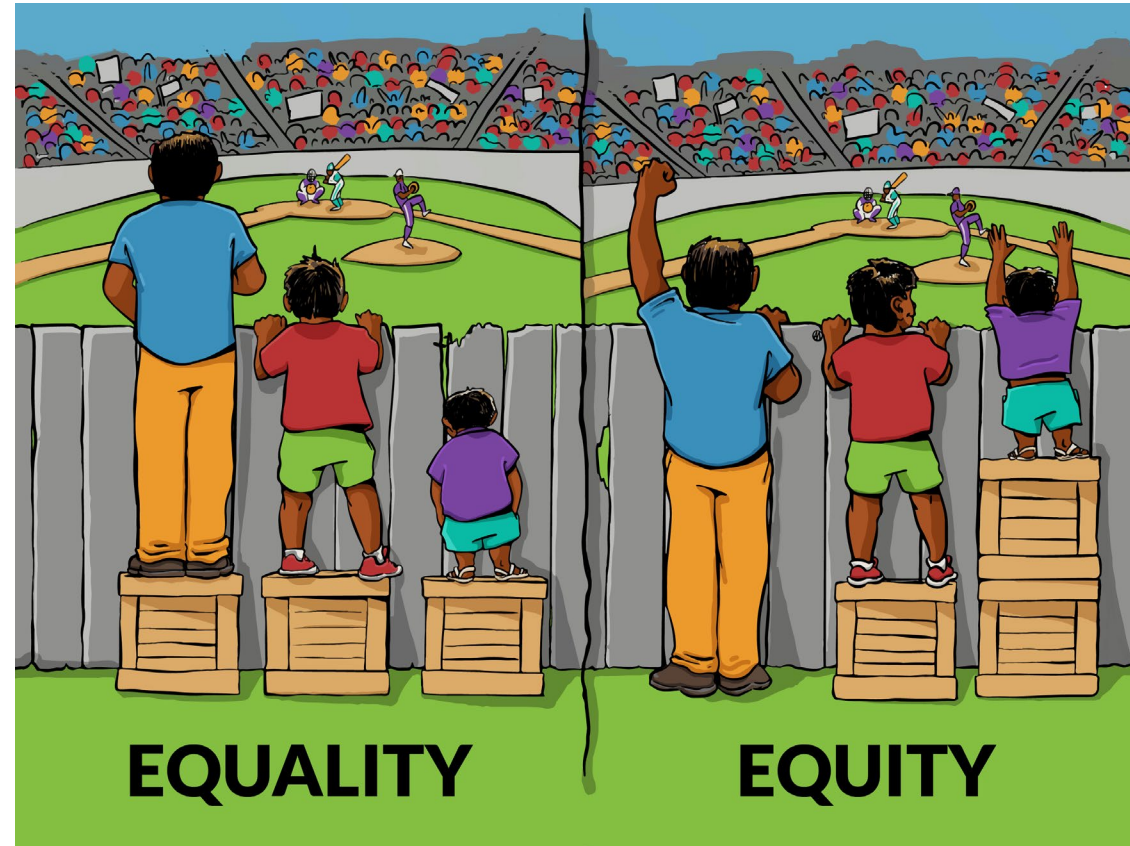
Why are Trafficked Survivors Referred to Domestic Violence/Sexual Assault Organizations?

9

- In rural communities, DV/SA organization may be the only crisis/housing/social service agency
- Response to community outreach efforts
- Do not trust law enforcement
- Do not identify as “trafficked”
- May also be survivors of domestic violence and sexual assault



What is Equity?



Equity

11

To be truly effective, a comprehensive approach to protection, and—most of all—prevention **must embed racial justice and equity across its policies and programs.**

Department of Justice

Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.



Inequities Before Trafficking Occurs

12

Poverty or greater need for basic resources

High rates of discrimination

Increased experiences of violence and trauma
(current and/or historical)



A Sex Trafficking Survivor Shares Her Story



https://youtu.be/V_mfIDRId7w

Inequities While Being Trafficked

14

Limited availability of resources that are culturally or linguistically appropriate

Fear of not being believed or being seen as a criminal (not a victim)

Increased experiences of criminalization for activities that occur as a result of being trafficked

Service providers not looking like or having the same cultural background as the populations being trafficked



Implicit Bias

15

- We form implicit bias over time through the associations we build.
- Biases are internal messages about our society and are not necessarily our intent. However, our biases can cause harm to others.
- It is important to recognize when we are more susceptible to acting on our biases, such as in moments of high stress, uncertainty, or subjectivity.



Addressing Implicit Bias

16

- It's imperative that professionals collaborate and understand there is a purpose and place for everyone
- We are all working toward common goals
- Establish working relationships
- Professionalism and attitude is key to ensuring survivor engagement
- Myth: “**We** aren't equipped to serve human trafficking victims”



Oppression in Service Delivery

17

Dysfunctional
rescuing

Blaming the victim

Avoidance of
contact

Denial of
differences

Denial of political
significance of
difference/oppression



Poll: Testing Your Knowledge

Which of the following is an example of systematic oppression at play in a service agency?

- ☐ Refusing to provide services to a survivor based on racial, cultural, ethnic, religious, sexual, or other identity.
- ☐ Shying away from interaction with a particular client with a different cultural identity because they "don't have anything in common."
- ☐ Asserting that everyone is equal and that perceived differences are merely superficial.
- ☐ Attributing a client's poverty to bad choices.
- ☐ All of the above

Cultural Misinformation & Assumptions

19

- Culture affects violence, survival, services, and support.
- No culture is a monolith—there is diversity in every culture and social identity.
- Cultural assumptions are often used to justify mistreatment.
- Cultural misinformation and assumptions can prevent equitable access to services.
- Cultural humility ensures best efforts toward increasing accessibility of services.



Cultural Inclusivity

20

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.



Collaborating with Culturally Specific Agencies

21

- ❑ Identify culturally specific agencies in your area and community needs.
 - ❑ Ask if they would be willing to provide a training about their work, the population they serve, and/or on cultural sensitivity.
 - ❑ Offer training on your organization's area of focus and services.
 - ❑ Emphasize mutual beneficial and peer-to-peer approaches for solving shared challenges together.
- ❖ Strong relationships increase comfort level in making referrals.



Inequities as a Survivor

22

Religious preference of employer

Requirements to have a clean criminal record

Lack of opportunities for full-time employment with benefits

Limited mentorships, coaching, or job training

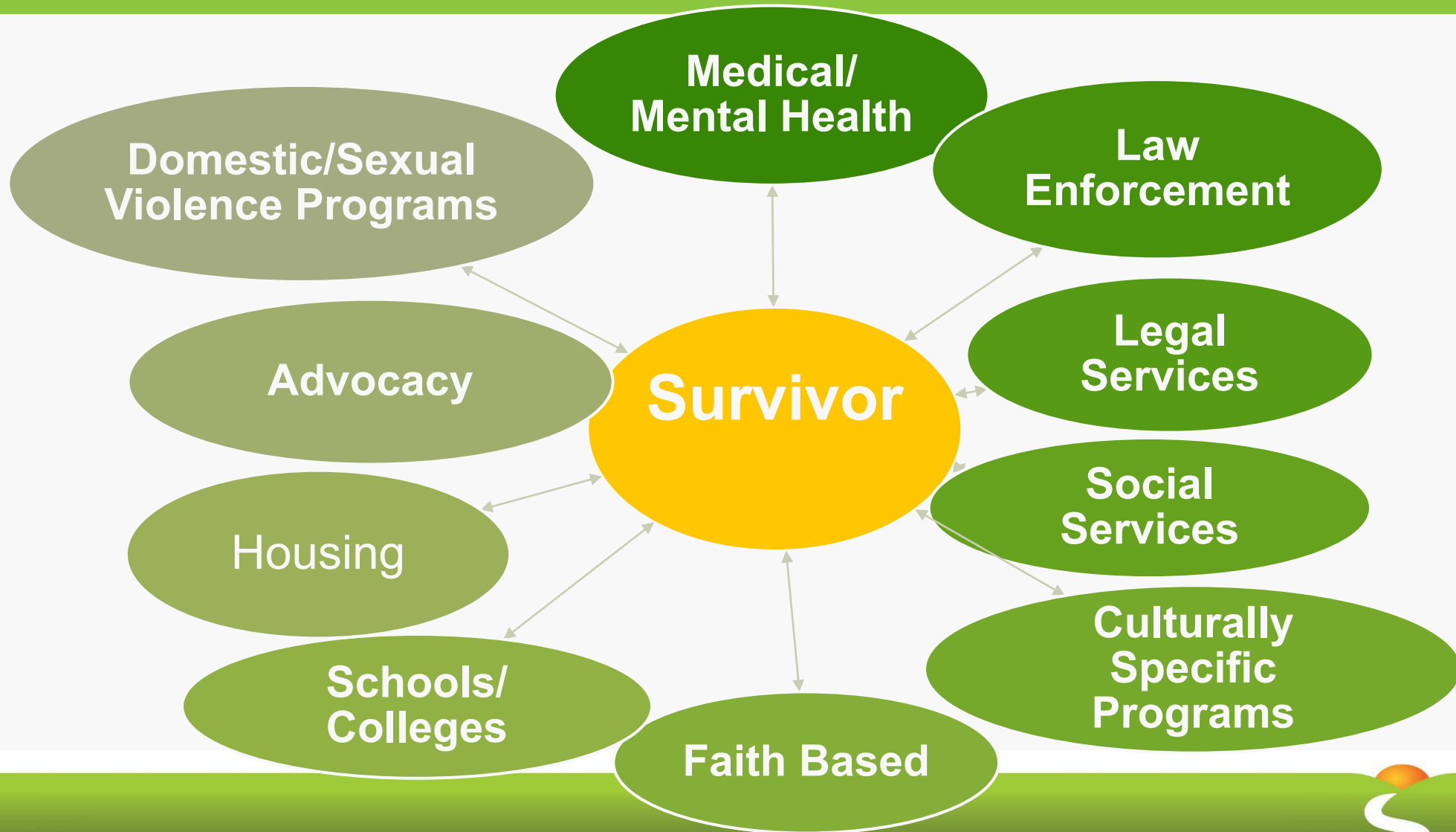


Collaboration

to Meet Community Needs

Possible Multidisciplinary Collaborative Partners To Help Support the Needs of Survivors

24



The Power of Collaborative Relationships

25

Collaboration and coordination with multiple community partners is key.

- ✓ Build connections to link survivors with resources.
- ✓ Identify a **single point of contact** within each agency to ensure coordination of services.
- ✓ Draft and sign MOUs outlining roles & responsibilities.
- ✓ Develop referral mechanisms.
- ✓ Continue to check in and make adjustments as needed.



Different Types of Collaborations

26

- Interpersonal collaborations
- Interdisciplinary collaborations approach
- Multidisciplinary collaborations



Ernesto
Sirolli:
Want to help
someone?



<https://youtu.be/chXsLtHqfdM>

Meaningful Collaboration Across Movements

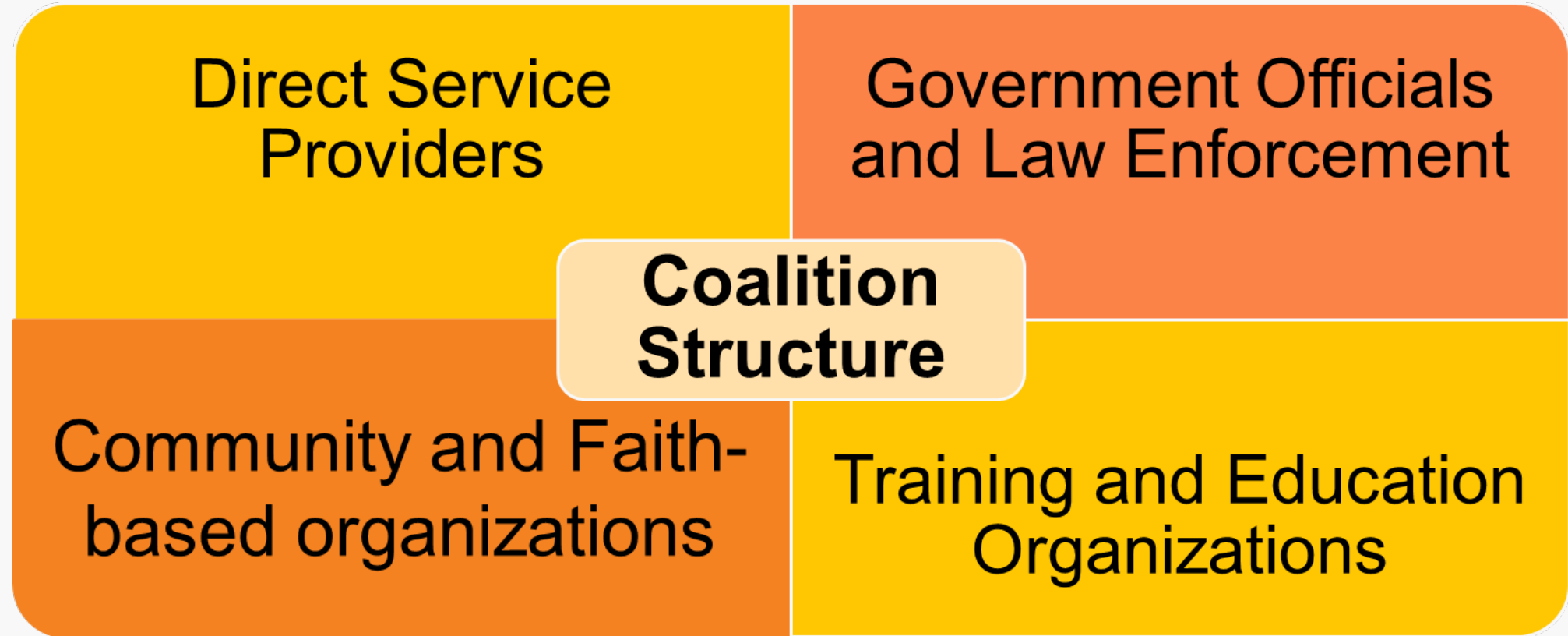
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- ❑ Working towards a shared vision and mission
- ❑ Try to understand priorities of the work of others and acknowledge differences
- ❑ Realize there may be professional “cultural” differences and priorities
- ❑ Acknowledge need for cross-training and cross-accessibility
- ❑ Clarify confidentiality needs and limitations



Collaborative Structure Example

29



Poll: Testing Your Knowledge

Which of the following are elements of a successful collaboration?

- ☐ Avoiding negative comments about team members.
- ☐ Addressing implicit bias between agencies and individuals.
- ☐ Cross-training other members of the collaboration to increase knowledge and understanding of each other's work.
- ☐ All of the above.

Equity Considerations

31

- Affirm people's assets, communities, and identities by ensuring there is representation of service providers in the support you provide.
- Assess and change policies and procedures that affect communities negatively.
- Display information and images of people of all genders, races, and ethnicities.
- Collaborate with organizations supporting survivors from the Deaf, Hard of Hearing, DeafBlind, and disabilities community.



Are you ready for survivors of trafficking if they come to your program?

32

Build Your Capacity:

- ☐ Train and develop the skills of all staff, on the intersection of DV/SA/HT.
- ☐ Train staff on issues facing trafficking survivors, so they understand their needs and can identify their options.
- ☐ Get familiar with state and federal laws and regulations addressing trafficking, including reporting and benefits available for survivors.
- ☐ Develop interdisciplinary relationships and collaborate to provide effective and caring client services.



Collaboration and Support for Survivors Exchange

33

What **collaboration and service practices** have you developed to support the holistic needs of survivors with an **equity lens**?



Questions?



Important Take-Aways

34

- ✓ Many human trafficking survivors experience other types of violence, abuse, and trauma include DV and SA.
- ✓ For many communities, DV/SA advocacy or shelter programs are a main referral for HT clients and those experiencing HT/DV/SA.
- ✓ Listen to people and their interpretation of their culture. Consider context.
- ✓ Assess the cultural and linguistic competence and needs of your organization and systems.
- ✓ Meaningfully involve survivors in program development and planning and compensate them for their time and expertise.



Thank you and evaluation

35

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

Link: <https://forms.gle/N44yWLXCNHfmNSW98>

Learn more and access resources:

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

For questions and resources, contact:

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