



Integrating Assessment for Domestic Violence, Sexual Assault and Human Trafficking into Advocacy Programs: Promising Practices and Emerging Tools

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Webinar Captioning Script

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Hello and welcome, my name is Monica Arenas and I'm from Futures Without Violence and we're hosting today's webinar titled Integrating Assessment For Domestic Violence Sexual Assault And Human Trafficking Into Advocacy Programs Promising Practices And Emerging Tools. This webinar is part of a project called Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault, supported by the Department of Justice Office On Violence Against Women. FUTURES created the collaborative responses project to cultivate effective collaboration between OVW grantees and their current or potential community partners to address the needs of human trafficking survivors. The project supports multidisciplinary collaborations for improving responses to human trafficking including addressing the intersection of domestic violence and sexual assault and human trafficking and the role that service providers can play including domestic violence sexual assault programs in supporting

and identifying survivors. As part of this project we have an extraordinary team of faculty who have extensive experience developing programs and collaborations such as human trafficking today we are an honor to have telephotos and she's the director of the domestic violence sexual assault and human trafficking programs at Community Solutions, a non-profit human services agency serving South Santa Clara County and San Benito County in California. Perla chairs the South Bay Coalition to end human trafficking in her bio is in one of the handouts and my colleague Anisa Ali will also be supporting and sharing some information and we will start now with the next slide is some credit and disclaimer that you can read. Now we will review the learning objectives for this webinar. As a result of this webinar you will be able and better able define intersections of human trafficking intimate partner violence and sexual assault when supporting an adult survivor of violence. Explore tools to assess the needs of survivors and identify key resources and partnerships that can support survivors of domestic violence sexual assault and human trafficking. To start, we have a poll that will that help us learn who is in the room participating, if you could please select one of these options and we see that we have a lot of domestic violence and sexual assault organizations, domestic violence human trafficking direct service providers, sexual assault programs, domestic violence programs only community-based organizations and other types of programs. Great thank you for sharing we have a great group, thank you for participating now we will go over the agenda. For today's agenda we will have for the webinar. we have several sections first will have a brief review of the role of domestic violence and sexual assault, advocate and then the another section on the importance of assessing for human trafficking in domestic violence and sexual assault advocacy program and the intersections and dynamics of domestic violence sexual assault and human trafficking. And the last section, we will share the tool on a needs assessment to support survivors of domestic violence sexual assault and human trafficking. This tool was mentioned in the last webinar if you were part of the last webinar on January 31st a lot of you were interested in this tool so we are sharing this tool, Perla will be sharing this tool to share how this has been used and how can it be used or adapted if you want to use it as well, and then Anissa my colleague will also share some national and local resources for that you find helpful as well as another section at the end for questions and answers and also throughout the webinar please

feel free to send your questions typing your questions in the chat box and now we will start as with Perla, who will provide an overview on the role of advocates.

Good afternoon everybody and thank you for participating in this webinar, it's really exciting for us to be able to share some of our learning an intersection collaborative an intersectional approach to gender-based violence and so I saw that many of you on the call are domestic violence sexual assault service providers human, trafficking providers and we talked about advocates really do play a very comprehensive role in ensuring support for survivors of domestic violence sexual assault and human trafficking. Community Solutions and through the South Bay Coalition to End Human Trafficking, we have developed a human trafficking case management approach that really looks at supporting survivors depending on where they are in their healing process, but typically an advocate would provide such services as those that are listed here, crisis intervention which would include perhaps an in-person response, peer counseling, safety planning, ensuring that the individuals basic needs are met, including housing food, medical attention, pressing mental health issues. Etc. Linking the survivor to other providers and helping the survivor navigate these very complex systems advocacy with different groups including law enforcement medical providers and other service providers and legal providers transportation to appointments, assessing strengths and needs and helping that individual develop goals that are SMART goals that are attainable and accompaniment to many appointments that for survivors might be difficult to go alone and then providing resources and referrals and that warm handoff depending on each survivors individual needs.

Thank you thank you Perla, so we wanted to highlight this also because for those that are only human trafficking advocates the role of the importance of the domestic violence and sexual assault advocates can play in also in working with you in supporting survivors. And so now we will go over briefly in terms of why it's important to assess for human trafficking in Domestic Violence/Sexual Assault (DVSA) programs. As you know sexual assault providers are particularly well positioned to identify survivors of trafficking, who have also experienced domestic violence, and sexual assault, dating violence or stalking and, especially in rural communities DV/SA organizations may be

the only crisis housing social service agency in the area so it's key that you're able to or you're available to support survivors from any type of violence and also this programs are already working on the intersections with intimate partner violence and at the same time assessing work for domestic violence and sexual assault. With an anti-human trafficking program, it is also important and can expand resources and supports that provides support that the survivor can access, for example an organization that we are working with recently share that in screening and assessing for human trafficking, and this is an organization working only on human trafficking services they started - a success for domestic violence as well and most of the cases of human trafficking identified also included domestic violence, which highlights the importance screening within all programs. We're doing this overview of the definition of human trafficking and intersections, because we do this in every webinar because we know that some of you may be new to this topic and it may be a repetition for others, but so it's just a brief review of this area. Now we will go into a brief review of the definition of human trafficking as defined by the trafficking Victims Protection Act, there are two categories of human trafficking victims, sex trafficking and those that are under involved in commercial sex acts and those and those that are involved in commercial sex acts through force fraud or coercion. As you can see, for minors or under for force or coercion is not included/required for it be human trafficking. The other category would be for labor trafficking, those are people who are forced to perform labor and or services in conditions of involuntary servitude on or debt bondage with slavery through force fraud and coercion. In terms of people who are adults for identified or to recognize human trafficking there must exist in the forest and what does that mean you know that includes physical restrained serious physical harm examples could be rape, beatings, physical constraint, confinement, denial of food, water, medical care, or forced to use drugs. and then for fraud it could include false promises for their lives. And for coercion it could be threats or harm or physical restraint or to harm the family or others and this could include confiscating passports or isolation and monitoring of movements, and as you know, someone can be a victim of both labor and sex trafficking as well and it could be like a domestic worker being forced to cook clean and the childcare and for no more money and then also being raped so there's also that sexual assault. Now we will review two scenarios that shows might show some intersections. Anissa will read

this scenario, please use the chat box to share some of the red flags that's still possible human trafficking and you can type in the chat box for that please.

Okay hi everyone so the first scenario:

Debbie and Bob have been together off and on for several years. A couple of months into their relationship, Bob began pressuring Debbie to have sex with other men for money. Bob keeps all of the money. Debbie came into our shelter after a particularly brutal beating from Bob.

Second scenario: Mitra is married off to Amit, who lives in the United States, by her parents and in-laws, through a traditional Indian ceremony. When Mitra leaves with Amit's family, they order her to tell the immigration officers that she is still Amit's fiancée. Upon arrival to the United States, they take her to their suburban, two-story home. She finds out to her surprise that Amit is not the real son of her in-laws. She is introduced to the real son of her in-laws, Uday, who happens to have severe intellectual disabilities. It turns out that Amit and Uday are just cousins.

Mitra is expected to take care of Uday in every way like a caregiver. Mitra is also expected to cook, clean, do the laundry, and help out everywhere around the house, as well as Amit's house, and Amit's parent's house. When she is slow or does not clean fast enough, her in-laws teach her a lesson by only feeding her bread and insulting her.

Over three months, Mitra finds out that she is pregnant. In the meantime, she continues to work long hours, and ultimately gives birth prematurely.

Thank You Anisa. Thank you for sharing everyone. We see that you're highlighting some of the signs, and yes showing slavery, keeping all the finances, not paying you, forced work as a caregiver, no pay, verbal abuse, and for Bob we see forced to have sex with other people for money. Yes, I think you're all highlighting some of the red flags. For Debbie we see the coercion pressure to commit commercial sex acts through the keeping money and payments and we see also several layers, she's married off through fraud then forced to work without pay and also possibly also sexual violence and abuse by the family and in-laws. So this is something that you may be encountering in your programs, so as an advocate it's important to think of the red flags that you would be looking for and possibilities for support as well, so this this could be someone

that could come to your program. Thank you. So we'll go now into the next slide and we'll do a brief review of the intersections with domestic violence. For the intersections with domestic violence again all cases of human trafficking especially for adults need to include more information to show intersection, they need to include an element of some form fraud or coercion and force and so this could include involuntary servitude in marriage or a deceitful love interest, fraud turning into domestic violence and control, and in every case also the trafficker benefits from the proceeds. Through the work, some monetary benefit, and the key distinctions between domestic violence and sexual assault and or in human trafficking would be the exploitation. And now the intersections with sexual assault again the same for adults, it includes some form of fraud coercion and force and in this cases we know that as you know most of the trafficking victims in both labor and sex trafficking are usually subjected to sexual violence to instill fear and control and I think one of the statistics that I read is that you know in some cases there were ninety percent of the cases of human trafficking have some form of sexual assault and again the traffickers also benefit from the assault and the abuse and they actually may exaggerate the debt as well. And now we will go to other intersections that Perla will share and go over.

One of the interesting things with human trafficking that we see a lot of similarities with human trafficking and domestic violence and sometimes sexual assault in terms of the power and control dynamics that abusers will use to exert power and control over their victim whether their victim is a domestic violence victim the victim of sexual assault victim of human trafficking and sometimes all three. We see the physical violence that's use restriction of movement or control or isolation and that's something that happens very frequently in domestic violence situations and also in human trafficking situations. A lot of intimidation or fear we also have seen in human trafficking cases that the majority of times the victim knows. The perpetrator may be a family member it might be a friend an acquaintance an intimate partner and so there are those additional dynamics that come into play so it's really important for us to keep those, to keep them in mind and one of the reasons that domestic service providers must extended services to human trafficking survivors is that we were seeing again those the same although human trafficking is a very nuanced crime we see a lot of similarities again in terms of

the power and control dynamics and the barrier is that victims of human trafficking face when they want to leave an exploitative situation can be very similar to the barriers that domestic violence survivors face as well and so the type of support that advocates provide there's a lot of similarities also the type of support that can be extended to human trafficking survivors that's very similar to supports extended to domestic violence or sexual assault survivors well.

Thank you so now we will review briefly why survivors may not identify as human trafficking survivors. I think this is something that a lot of you are asking yourselves in terms of better strategies to identify survivors and why are they not identifying themselves. Survivors don't know, some of the reasons is that they don't know their rights or they don't understand human trafficking, about their rights. The victim maybe in this situation for a long time and they think that it's normal. They have been made to believe that they are to blame for their circumstance and that they are criminals and they also depend on the trafficker and view them as protectors and in some cases boyfriend, husband. They also distrust the government or police and also fear for their safety or for theirs and their families as well, and they also may not appear to need services or food, they have may have a place to stay, believe they may have a paying job but that paying job may be very limited payment. So those are some of the reasons why survivors may not identify as victims of human trafficking. And so now we will go into the next section and for this is we're doing a brief overview of the needs of survivors and this is linked to the importance of identifying survivors so they we can provided with some resources and support and this is also linked to the next section which Perla will share about the role of the tools for identifying the needs of survivors. Perla will review this slide.

So I mentioned earlier that when we when community solutions extended services to human trafficking survivors back in 2003, we realized that the type of support that we were providing, need to be specialized for human trafficking survivors so we developed a case management approach that looks at three distinct phases and the first one is the crisis intervention and during that phase of crisis intervention which typically begins with the at the first contact with a survivor and can last up to 30 days on average our focus is really on that survivors emergency basic needs in terms of shelter, food

clothing, medical care, and then also what type of case management supporter they're going to they can need peer counseling, what type of urgent referrals is that individual going to need and to better determine that we developed an intercept intersection screening tool that we'll be talking about a little bit later to really identify the individual need advocacy support case management around human trafficking do they also need that same support and referral for domestic violence is there sexual assault issues that we need to address and so that the screening piece is really important during this space of case management and then again the linkage to the urgent additional support that the survivor may need.

Thank you, so now we would like to ask you for participants to please share if your agency is assessing for what practices are using are you assessing for labor trafficking, sex trafficking, intimate partner violence, sexual assault, or others and this is you know during your intake or some type of assessment. And we see that many of you are assessing for sexual assault intimate partner violence, sex trafficking, labor trafficking. So most of you it seems like you're assessing for both sexual assault, intimate partner violence, and less for sex trafficking less for labor trafficking and I think from the registration list, about forty percent of your shared that you are assessing or screening for human trafficking in some way which is a great or it's good and we hope that you can increase for everyone is to be trained on the intersections. I also see that you are screening for elder abuse, child sexual assault, and others are screening for both sexual assault and intimate partner violence. So now we will introduce the tool and so Perla will provide an overview of the tool to assess intersections from domestic violence and sexual assault and human trafficking, how it has been used and some of the outcomes. Thank you so much Perla for sharing this tool, we can see that a lot of work has been done to develop this tool over the last few years and based on practice, and experiences that you were able to put together and test with your community as well and put different resources that you're sharing through this presentation, so thank you very much, and for participants if you haven't downloaded please download the handout with a tool that will be reviewed through this presentation and Perla will now review that. Thank you and also feel free to submit some questions related to the tool or the resource as well.

So just to provide a little bit of context in Santa Clara County we're fortunate to have five service providers that work with domestic violence victims two of those service providers also work with sexual assault victims and three of us provide services to human trafficking victims and domestic violence victims and what we realized is that again a lot of victims that were coming to us seeking support for domestic violence or sexual assault after working with that because if somebody came in and they said, I need support because my partner's abusive, we would provide support in response to the domestic violence needs but we were not screening for other forms of abuse or exploitation so sometimes we work with a domestic violence victim for months and then we found out oh this person was also exploited by their partner so not only were they eligible for the U Visa they could have also been eligible for a T visa which is a much better resource for them so for that purpose we realized that we needed to develop a tool that where we can screen for different forms and intersections of gender based violence sooner in the case management process to ensure that the survivors were being provided the support that they needed and response to the different trauma and exploitation that they or abuse that they suffered and linked to the other appropriate service providers and other community partners earlier on and that's the reason that we developed this tool. This tool was developed by six different service providers including human trafficking, sexual assault, domestic violence providers that work with transitional age youth in group and group home settings and it took us about two years to develop this tool. It's not an evidence-based tool but we wanted to be really thoughtful about all of the questions that were going to be included in this tool. The tool was developed specifically for adults because of we didn't want to get into other issues in terms of mandated reporting issues and those other pieces and also because of the you know the questions none of them make sure we wanted to ensure that that there's a maturity level there with clients and that they weren't feeling concerned about sharing certain things that we were able to ensure them that whatever you say is going to be confidential so that piece was really important and we've also translated the tool into Spanish so for community solutions about 60% of our clients are monolingual Spanish speaking so it's really important for us to be able to offer this in Spanish for survivors and then other organizations can also adapt and translate into the other prominent languages in their area. So there's things there's three pieces that come with this tool

and I believe all of you should have this handouts and so there is a guide for service providers that basically explains the purpose of the tool it's very clearly we've spell out that the purpose is not to save with you know beyond any doubt that the potential that the person that we're screening is absolutely a victim of domestic violence, sexual assault or human trafficking it's really to put out that that that question that they may be and to ensure that that individual is connected to the support they want because obviously everything an optional that that a victim would receive so if somebody for example potentially a human trafficking victim that they're receiving the case management and then subsequently the legal services that they may need. Same thing for domestic violence for sexual assault survivors that they're receiving all the support that they would need so there's a guide for service providers that I believe it's in your packet that walks through it gives the definitions of the domestic violence sexual assault and trafficking provides the question as well as a suggestive script of how to introduce the tool, then there's the tool itself and there's a resource list that is given to the potential survivor so that they have resources for the local domestic violence sexual assault human trafficking service providers as well as legal service providers in response to their needs. So what you have here on this screen is basically the service needs screening tool and there's 20 questions some demographic questions and we can also again there's a script that's provided and make sure that this is done confidentially and we could talk a little bit more about that but these typically takes about 45 minutes to complete the tool and what we've done in Santa Clara County is that we develop this tool into a Survey Monkey and so the other service providers that are using the tool they could enter the data into the Survey Monkey it all gets uploaded and then we're able to extract some good data and I'll share a little bit of the data that we've found during our time using this tool. Again, the tool should be completed in a private setting and it's really important we don't use this tool for crisis if somebody walks in looking for services this tool is used with open clients. So for example if somebody comes into our shelter, they become a shelter client we typically give them about three to five days to settle in make sure that all their emergency basic needs are met and then it's a part of an intake process. We complete this tool with them it's optional but we would do it once the person is settled and they're not concerned about their emergency basic needs. For non-shelter clients we have, we ask case managers to complete this

tool with their open clients and typically make at the third visit so it usually is like a week or two weeks into that client saying I want to receive ongoing support and it would be done in the office or an or in a private location, And we want to make sure that again because it's a sensitive conversation we're talking about sexual assault, we're talking about sexual exploitation, so we want to make sure that there's a trauma-informed victim centered and empowerment-based approach and that typically can only happen once the survivor has been able to or the case manager rather has been able to establish rapport and trust with their case manager so this would not be something that we use it in crisis intervention situations it's for open clients, once there's a rapport and trust that's built with the case manager and the survivor we also make sure that we have enough time to complete that we wouldn't do this like in 10-15 minutes, a good amount of time it's 40 minutes to 45 minutes anything less than that might feel like we're rushing clients because it's not just about the completed tool it's also about the process and that piece is really important so we want to make sure that we give enough time for that process to be a possible process to be a respectful and supportive process. So when we train case managers and just training actually to use the tool it's typically a three hour training because we go through the entire tool and then we also give ample time for the case managers to practice and role-play with each other, how they would introduce the tool, how they would ask certain questions, how they would respond to certain questions that come up so this is a very condensed overview of the training but we also make sure that for case managers the most important thing for them to explain to their clients when completing or administering this tool is "we've developed this tool to ensure that our clients are connected to all of the support that's available to them, based on their needs and their situation, the questions are of a personal nature and it's a voluntary tool if you are not at this point, if you are not interested in completing the tool that's completely okay maybe we can check back in in a couple of days, the purpose is really to ensure that you have all the support that you need. If you'd like to start we can start completing this tool and any time that you want to stop, or if there's also options on the tool that the person could choose to not answer any specific question so that we can make sure that we really preface and introduce the tool and what the purpose is and make sure that we focus a lot on the purpose, it is really to support you and to ensure that you're connected to all the resources that you are eligible for and entitled to

as a victim of a crime and when we look at the tool itself questions to address intersection the potential intersections of the violence sexual assault, human trafficking. So the questions are really around number one, do you feel safe at home or in the place that you're currently staying? so the options are: yes, I do not know, or they can decline to answer. Then there's also a question around: do you have a safe place to stay? Yes, no or decline to answer, our appropriate questions or responses. And then the next question is around if the person's being hurt physically, emotionally or sexually by someone they know and then they could respond, yes. And it's someone in my home yes but it's not someone in my home they could say no or they can say that they declined to answer that particular question. So those three questions are really around general safety and there could be again intersection of domestic violence sexual assault in the trafficking, questions four to six are to determine if there's domestic violence and so the questions. Has your partner ever hurt you or threatened you and then we check off at whether it's physically or emotionally or sexually financially that the person threatens to disclose the victims sexuality, we also ask if they have control over their personal belongings and identity documents and if they're able to be in contact with family or friends, or is being either controlled limited or denied by someone and the response their options to responded: yes it's controlled yes it's limited or it's denied or they can again have the option to say no or declined to answer that question. Questions seven through twelve are around labor trafficking and you have those in front of you so I'm actually not going to read them from word-for-word. And then the questions thirteen through fifteen are pertaining to sexual assault and sexual exploitation. Once the individual is done completing the screening into the toolsheet with the client they will tally the score and there's also in the tool guide for service providers there's instructions there of what to do if potentially you know somebody might potentially be dealing with issues of domestic violence or sexual assault or human trafficking so they'll tally the score and then from that point on determine what the next appropriate steps to take. The other piece that we do keep our demographics information and also information about the screener themselves whether what organization they work with and if they are working as well as what is their title, or if they are a domestic violence case manager. If they work at a shelter, or are they a domestic violence case manager that works outside of a shelter? Is a human trafficking advocate,

a sexual assault advocate or another service provider? This for us is really helpful because then we're able to determine to see where are we really getting those referrals from? Is there a need for more training? For example, if we're not getting any referrals on the intersection screening tool surveys from certain human trafficking case managers, we assess if we need to have another training on sexual assault. So that piece is really helpful as well the County, what County the information is coming from. So typically, in Santa Clara County because we're fortunate to have five agencies that work with human trafficking victims, one of the things that we realized is that to ensure that no victim fell between the cracks we developed what we call a point person system and so if somebody if a case manager did see somebody comes in, or they're working with an individual around sexual assault but as they're working with that individual, they administer the screening tool and they identified that that individual is also a human trafficking victim, there's two options they can offer the victim if it's there's an emergency need for an advocate and person responds the case manager can call our crisis line and we can send out an advocate in person to meet with the individual. If there isn't a need for an immediate and personal response, then that individual can be connected to a service provider and it's always optional. So there are times for the case manager that's administering the tool now after scoring that once they score all the responses they'll have the conversation with the victim, and say you know, given the responses that you say the questions that you responded to and it seems like there might be an opportunity for me to get you additional support, perhaps around some issues of domestic violence, if that's something that you're interested in, would you like me to introduce you to a case manager, and an organization that provides domestic violence services and then it'll be up to the victim to say yes, I want to talk to somebody now and we can set up a warm handoff or they might say mmm I really that's not my most pressing issue at this time, I'd rather wait and that's always an option for the survivor so there's three options once of tools administered again if it's an urgent issue we can arrange an in-person response, the person could decide that they want a warm handoff that day or the next day or in the next couple of days with an advocate for domestic violence sexual assault or human trafficking or they could decide, "I really don't want any additional support at this time and that's okay as well." The survivor will be given a sheet of paper that has the contact information for the domestic violence service

provider or sexual assault human trafficking, as well as legal service providers. There is a question around housing support and if somebody doesn't feel safe at home so that might be one of the questions that could trigger an in-person response or a crisis type of response, where you know we have to connect with it with an emergency domestic violence provider, or figure out how to get support to that individual immediately and so that piece is really important. And then I talked a little bit about again if an individual responds to questions for around domestic violence so this is again the PowerPoint that we share when we provide this training to other providers and we explain to them the person responds yes, and there's concerns around domestic violence you have those options, you could either do a warm handoff, you can ask, "if you interested in maybe in the next couple of days, we can sit down and do a warm handoff or, I can give you a contact and some information and you can follow up with them directly." The other piece that's really important and I mentioned in Santa Clara County we're fortunate to have four domestic violence service providers so when we make a referral for domestic violence services we take into account the geographic location of the victim what part of the county are they from and what's more convenient for them, and also their cultural linguistic needs, we're fortunate to partner with an organization that works primarily with survivors of domestic violence and then there's also an organization that works with Asian Pacific Islanders, so they will refer the individual based on their linguistic needs and we make sure on the referral form that we give to each survivor with the contact numbers for the different organizations, it'll say the name of the agency, what part of the county they are located in or serve and what is their language capacity is and so the survivor at that moment perhaps doesn't want the services they can think about it and then make the call, found later themselves again for human trafficking we do have a point agency system in place and so there's a need for an in-person response we can come we can send out an advocate within an hour and we also and we'll talk about this a little bit later but there's also a point person referral form so let's say a survivor came in went into one of the service providers organizations for domestic violence and then is that the shelter that that agency's shelter the case manager administers a tool determines that perhaps there's human trafficking and offers that the individual the service support for human trafficking case management services if the individual says yes I'm interested and there isn't any urgency the case the

domestic violence case manager would complete a point person referral send it over to us and then within a couple of days we would ensure that that individual has a human trafficking specific case manager for sexual assault. Again if the case the screening case manager determined that there's potential sexual assault that case manager can offer a sexual assault advocate explain that all the services are confidential and it will be the same process, do you need support at this moment? would you like warm handoff over the phone? If you want me to connect you with this person in the next couple of days or would you like the phone number and you can call directly? We try to encourage more of the warm handoff because sometimes survivors can get lost when they're calling crisis lines that we've seen hundreds of calls every month, so this is again the just a summary of the different scoring and we try not to scare the survivors by saying: "I'm really concerned about your safety. It looks here like there's domestic violence or you might be a human trafficking victim." Really the focus is around "I think given your responses, there's been some concerns around perhaps domestic violence or sexual assault or human trafficking, I would really like to ensure that you have all the support that you need." In that, we're very fortunate to have partnerships with agencies that provide these resources. If that's something that your agency is able to provide in-house and a really presented as an opportunity for additional support and more often than not we actually do have the survivors that are interested and receiving additional support if they're able to in those different arenas.

This is the tear-off sheet that survivors receive on the left-hand side and it has the list again of all of the different service provider for all the violence or sexual assault and also the area that that provider is works out of and their language capacity the same thing for legal service providers, the name of the agency the phone number and what legal services are provided through that organization. Again the referrals were in our area and each region kind of sets up their own system but if it's a domestic violence or sexual assault issue then the client will be connected to the agency that best fits their geographic location, linguistic needs, based on the listed needs or human trafficking. We have a point agency system in place but really to make sure that nobody falls between the cracks and everybody's connected to the services that they are interested in and eligible for. As I mentioned, when we first started doing this work back in 2003, there wasn't any funding for human trafficking service. Domestic violence and service,

sexual assault service providers came together to form the South Bay Coalition Against Human Trafficking and wanted to make sure that any time a victim of human trafficking identified, there would be a response within the hour. And they would be connected to their emergency needs like shelter, food, clothing, medical attention and they would receive that support early on. When they were also connected to a case management support person. To receive the support that they are entitled to. We have a system in place with our law enforcement and other government-based organizations, when a victim is identified and need for immediate response, they call one crisis number, they don't have to worry about calling another number. And then, through this point person referral system, they would determine who the best advocate to go out, based on where they are located and language needs. We were also able to work closely with our sister agencies to develop a multi-victim operation protocol. And we have law enforcement identify a human trafficking operation that identifies a victim make sure there's a person involved with the sufficient advocate and that we have shelter and other support emergency and support in place. And we have case management support in place and we also have access to representation around immigration issues employment law, etc. These are the two options for support. Again call the crisis line when the individual that is referring the victim is a human trafficking, they will call our crisis line for immediate support, if there is a need for response or perhaps the victim needs emergency shelter. In the past, law enforcement would call every one of our domestic violence shelters and then perhaps get really frustrated one of the shelters that capacity because I think with domestic violence service providers we know that capacity is typically at issue. We've been able to certify, aside funding for an emergency hotel. Law enforcement only has a call one line and say we need an in person response in the past, potential victim will need shelter. They only have to make that one call. The point agency will coordinate, we are the ones that will call the shelter and ask if there is space and can somebody provide emergency response. If there is no any space at the emergency shelters, we will tap into our funding to cover the emergency shelter. And then there is the point person referral form. When someone needs support but it does not have to be a crisis. They could wait a couple of days. I believe you have all of those in your handouts as well.

Yes. You have the handouts, the example point person referral form as well.

As I mentioned earlier, once the screening advocate completes the big needs tool, they will upload that into the survey monkey. They will make the referrals that need to be made. If this is a multi-service organization. For example, we offer domestic violence sexual assault and acumen, human trafficking services where we've had multiple services where perhaps a victim comes into our shelter after completing, she came in for domestic violence. After completing the screening tool, we realize that that person also needed support around sexual assault and human trafficking. The advocate that screens the victim will ensure that this is a referral for human trafficking case management and sexual assault case management. For many service providers in our agency, the way we are funded is very stringent. The domestic violence advocate cannot focus on the sexual assault piece for example. They need to have a different sexual assault case manager and we also have separate human trafficking case managers. For us it is helpful to have this tool because the survivor is connected to the additional support. And we have very clear guidelines around if there is a human trafficking survivor in the shelter that has domestic violence and human trafficking trauma for example, that domestic violence shelters are about what their role is the advocate of the shelter and then a human trafficking case manager is also very clear in terms of what their focus can be with their focus is going to be. And being able to enter these intersection screening tools into the survey monkey has allowed us to gather data that has been very helpful. When we first started doing this work back in 2003, we had no funding to support human trafficking survivors for 2003 until 2010. We started providing the human trafficking support based on those intersections. So if a person came in for domestic violence is also human trafficking we've only got funding for human trafficking that we are going to support in that way we can keep track of the data and we were able to show with the data after several years and hopefully, it won't take that long for agencies nowadays, we were able to show those percentages of clients that were coming and that were also being exploited, there were trafficking victims or perhaps also sexual assault victims. We were also able to identify the type of partnerships we need to develop to ensure that the needs of the survivors are being met.

I wanted to share with you a little bit about some of the results of some of the surveys we have administered. One of the questions is the person has been abused by a client

or former intimate partner. I've only known in terms of sexual assault that happens in the personal relationship that is pretty high. As you can see here from the 97 victims that answered that they had been abused by an intimate partner, almost 40% of them said that the partner had abused them sexually. With this type of data, we are able to go to our County and say we need more funding for sexual assault services. Almost 40% of our clients that suffer domestic violence also suffer sexual assault by their partner. And we see here a lot of this is probably not surprising for domestic violence survivors but it did make a difference for us to have this in terms of that data. The other piece I found really interesting in terms of the internal referrals, we saw that 48% of the individuals that were screened also received an internal referral because the organization provided that service. However, as a result of screening these particular victims, we were also able to provide the domestic violence services. Almost 50% of the individuals were screened were referred as a result of that screening tool were spurred to a domestic violence advocate. Almost 25% were referred to a sexual assault Advocate. And then over 10% were referred to a human trafficking Advocate. So this is really important because in particular with human trafficking since it's more than emergent fields, those would have been survivors that perhaps we would not have known for months that they were potential human trafficking victims and eligible for service benefits as well as legal remedies. And in terms of the external referrals, because the agencies that are currently using these tools are primarily domestic violence, sexual assault, human trafficking providers, there are a couple of organizations that are not listed in only 4% resulted in an external result for the agency but I can see this being higher in areas where they are not as lucky to have as many service providers. 4% referred externally for sexual assault services and we see the 5% referred externally to a human trafficking agency. As we collect more this data, we are thinking it's going to be an increase in terms of referral for trafficking agencies that are going to be less familiar with what human trafficking is and are able to make those identifications and referrals. The other piece that was part and this came from the questions that are linked to potential human trafficking in the first one is around labor trafficking. We found that 7% of the 97 individuals that were screened said that somebody withheld payment from them. 8% said that they had to give their boss or whoever they work for gave the payment to someone else. So instead of paying the worker, somebody else receive payment for the

workers labor. And that 7% withheld payment to pay a debt which obviously we know is a huge red flag. We know that 10% took their wages from the victim. Again, when we administer this tool, those questions come up. It might not be human trafficking. At the very least it is, it is an indicator that we have to develop a relationship with an employment law attorney or a law practice that focuses on employment law and there is an advocate for victims who did not receive their pay to work with an employment law attorney go to the commission and perhaps he paid those wages that were stolen for him. The next question around the potential sexual assault or sex trafficking. We had 25% of the individuals said that someone pressured them to touch them. 11% said that they were pressured to touch someone else. 24% said that they had been pressured to have sexual contact with another person. I was a little surprised to see that 16% said that they had been pressured to touch another person or third person sexually in exchange for money, safety, or something of value. Obviously, that could be an indication of sex trafficking. That piece was really interesting for us as well to see that. Again, last considerations around using the servicing screening tool, the confidentiality is huge. When we developed this tool, we developed it for the domestic violence sexual assault human trafficking case managers because the case managers have confidentiality. We were also very particular about the language. It took us two years to develop the Tool. That piece is huge. If we want survivors to be candid with us an answer truthfully, we have to assure them that what you share with us is going to be confidential. "The purpose of this information is not to investigate or talk to law enforcement, the purpose is to connect you to the support that you need in response to the trauma that you have suffered into the legal remedies that might be available to you to the social service benefits that you might be entitled to." The confidentiality is important. The other pieces connecting clients are culturally relevant and appropriate resources. As I mentioned we have service providers that can be culturally responsive to the demographics of the clients in our area. Some agencies might not have that locally. So developing partnerships with organizations that can bridge that gap is really important because part of developing that trust is obviously survivors feeling that the service providers are culturally responsive and respectful. The language access is also very important. I touched on that a little bit. And also the safety concerns with those pieces, that piece is also really important in ensuring that when we refer clients for

services, for example, if there is a survivor that needs shelter at the organization, they can go to shelter it might not be the safest place because perhaps her trafficker or batterer lives in that area. Making sure we are having the candid conversations and that we are being mindful of the safety for the staff as well as for the client. I mentioned that the tool we developed is for advocates that have confidentiality. We also think that the screening for different forms and intersections of gender-based violence is really important. Here in Santa Clara County, there is a coordinated system of care for Housing. The System of Care, there is basically one queue. Anyone that needs housing has to have their data entered into the queue which is a countywide queue. We have advocated to ensure that domestic violence survivors were put into a confidential queue that was not connected to each HMIS and could be preserved confidentiality. We were also able to advocate to the housing system of care that not only should domestic violence survivors information be kept confidential, but so should human trafficking and sexual assault survivors. We developed for the housing providers this condensed screening tool that has only five questions. The questions are around potential, the first one is general safety. The second one is around intimate partner violence and sexual assault, the third goes into potential labor trafficking, and the fourth question is potential sex trafficking or sexual assault. We have developed a training as well as an implementation guideline for the housing providers so that when they meet with the individual prior to screening them, to put them into the housing queue, the housing case manager is going to administer this tool this five question tool. If they determine that the person they are screening could potentially benefit from domestic violence, sexual assault, or human trafficking services, the housing case managers are also in the process of receiving training to ensure either the in person response to a domestic violence, sexual assault, or human trafficking advocate or a situation that warrants crisis response or a warm handoff to a sexual assault to a caseworker to a point system. That is something that we are excited about. Have also adopted in the process of adapting a screening tool for law enforcement when they are out on patrol so that when a law enforcement officer response to a domestic violence call, they are screening for potential human trafficking whether it's labor, sex trafficking, sexual assault, over the next couple of months, we will be developing an intersection screening tool for law enforcement. And there are other medical providers, other medical providers in the next

few months that will be looking at adapting a tool for different sectors as well. I mentioned earlier that in Santa Clara County that we are very lucky to have five service providers that can support a victim. In addition to meeting the victim services support that can include housing, emergency shelter, food, case management, counseling, resource and referral, there is also victims of human trafficking, there's a lot of pieces to the puzzle. Will have our little piece. There is also a need for services who will provide the immigration representation. Who will support individual in an employment law case. Will help if there are any benefits issues or housing issues. Like a victim's right attorney that can support. Also who are the medical service providers that can connect survivors to particularly foreign-born survivors that don't have immediate access to insurance? Who are the mental health providers that can support, who are our law enforcement partners because if we have victims who want to report or if they want to apply, who is the law enforcement organization that will call advocates out when they call up a potential trafficking victim. As a part of connectivity that service providers can do is really conduct this analysis in your own area on what can you bring and what can your organization provide and who else can you partner with so it's truly a collaborative in an intersectional approach to gender-based violence. Some of these pieces in the puzzle are ranked because it really depends on your area what is in place and what are the gaps. Perhaps in some areas, perhaps there is a service provider that is unable to provide transportation. What other agencies you can tap into other faith-based organizations. This is a way to conduct the analysis in your area and figure out what you can bring a partners you have and what partners you need to provide the collaborative approach to provide for gendered based violence. This is basically an illustration of the different types of support of the survivor gender-based violence and anyone with sexual assault I will turn this over to Monica.

That was a great overview. I know you have done this for three or four hours. This is just the review. During the last webinar we wanted to highlight again what you mentioned in terms of the importance of building the collaboration to provide support for survivors and this shows the different programs or services that it is important to create that collaboration for support and referral. And also that they may need some training and that they may not have training already in place. One of the handouts shows these

resources, the need and resources for collaboration, there is a handout that lists all the needs of survivors that may have in different parts of their advocacy. There is also a blank area for you to list who can provide that service for them. Who could provide that support. And if you have the name of the organization that can provide the support and also are they trained basic human trafficking training 101, if they have not been trained on human trafficking. And you could use the webinars as training tools. And also mapping your community resources for different organizations, also that they don't necessarily need to provide the holistic services, but that if there is one person that is fully trained on trafficking and advocacy that can be the point person between all of the advocacy programs for the survivor as well. And other things to remember is contact information after hours, whom you can contact, as I mentioned also confidentiality and also sharing of information which you may need to provide additional training on that as well.

I think now maybe this is the time to go over some questions on the information that Perla Flores shared and then we have a few more or we want to hear from you what you would think would be helpful for you.

This is Anisa Ali. A few questions that came up in the chat. They said that you had the one about the user male survivors. Someone was wondering if they had the male survivors as they pointed out about 4% of the survivors screened were male. Will wondered if you want to share anything more about how this group worked with Mel survivors or any information about that that you might think would be helpful.

The other thing I wanted to point out and the reason that we developed the tool was an extensive process, we wanted to make sure that we run the questionnaire by our County office of LGBTQ Affairs. Because in the demographics we ask individuals how they identify, in terms of gender, sexual orientation, and then again always getting the individual the option to not respond to any of those questions. We had one individual not identify interns of gender. In terms of the male survivors, I think this is something that in our experience that we could normalize these tools as much as possible. And I think the purpose is to ensure that you have all the support that you need. They are actually willing to participate in that process. We also have other demographics in information.

And there is a percentage of demographics here in our area and I hope that answers the question.

Thanks, Perla. The next question that came up, also when you are sharing the data from the screening tool, someone was wondering where that data was coming from. Do you want to talk a little bit more about how that was gathered? Just a little bit more about that?

This tool was converted into survey monkey. The case managers, when they complete the tool, they enter it into survey monkey. Basically at survey monkey, they go in and have a response. It will tally every one of the questions. Those were 97 surveys that were entered into survey monkey of the tools that were administered and that is where the data is coming from.

Great thank you. we have another question about the housing that was adapted five questions. The question was what kind of training was offered to the program before they develop that tool and how did you collaborate with them to make sure that that was put into practice the right way. We are in the process of starting the training. We developed a 50 minute PowerPoint. The PowerPoint is a one-hour training. It covers the definition of sexual violence, sexual assault and sexual trafficking. We have a scenario of how these different forms of intersections of gender-based violence can happen to one person and how it's important to screen for those different intersections of gender-based violence. We also have a slide that talks about trauma. And what it means to be trauma-informed, victim centered, empowerment based. And the partnerships that we have with the service providers that are here locally. We talked about what would happen if you have a victim that needs support right now and what an in person response looks like, and what a warm-off looks like and what services the clients can expect to receive from our agencies if they are referred to any one of our organizations. Had a request for training to use the tool?

We typically get email request. In our Coalition, we hold quarterly trainings. When we first rolled out this tool, we held some trainings during quarterly trainings and they were

offered advocates with different organizations. Now there are different ended individuals that have gets her to see someone in tool, will request the training, will send out a couple of her staff to provide the training the location for the service provider requesting that you.

Also, in terms of the matrix, individuals were asked about providing additional training. I think's webinar and sections of the webinar that you can move forward for sections that you would like to share with people and adopt the tool as well giving credit to the Community Solutions and also to Futures Without Violence for the webinar information. There are several webinars that we have that you can share and use as tools for training. We also have a very lengthy resource where we can also follow up with you with more specific questions in terms of the specific resource we can point to, where you can find it or send it to you as well. And through that, at the end of the webinar, through that, there is a space for you to include information you would like to get this far as a follow-up as well. Thank you.

Also, another question came up in the chat box. Just to clarify, so if someone was interested in receiving the training that Perla Flores did with COC prior to using the tool and she said she would be willing to share in that also. Looks like a number of you were interested in that and so just clarifying that people would be interested in sharing in that. Yes. We included that space in the evaluation form, for you to request.

I am happy to send a PowerPoint over to Monica Arenas and if you want to share it in PDF form, that is fine.

Yes, thank you.

Thank you Perla Flores, for now we will ask participants to please share how the screening tool will work for you, concerns, potential barriers, or all of your approaches and tools and how they have worked for you. And we see that Jesse would like to get the tool and the PowerPoint, and as image will be included in the download forms. And also you can send me an email. I guess, in turn all the tools that people are using, we see that the Department of Children and Families, you have a screening tool that is required by your policies, we see that the registration, some of you are doing a few

questions you are curious about doing the screening in the intake, and also doing interviews as well. I also hear that you are saying use this and that would be helpful for you. Please let us know how this works for you as well. We would like to hear if you have questions about in terms of rules, the application for rural communities, I think that is also built in your collaborative, collaborations value programs as well and we will have another example of the tool and another organization put together with that slide. And I think, yes. You can share this with other programs for other applicants. I think most of the comments is are saying that this would be helpful for you in different ways. Thank you for sharing. I think as I mentioned, it is important to review this very well the toolkit they have instructions on definitions of what is domestic violence, what is sexual assault, what is human trafficking as well as being survivor centered, that is very important in all of this process as well. And being, connected to other service providers and developing your resource list and contacts that you can refer people to. Thank you. Now, we will go to the next section in which Anisa Ali will share a few other tools and resources that are available.

Thanks, Monica Arenas.

First I wanted to share at the bottom, this is just a screenshot of some of the tools that Perla Flores presented on today. You can actually download the screening tool in the guide that accompanies it from the file box that is just below the chat box that is entitled service needs screening tool guide and other resources. Click on it and click download. That includes tips on childcare, how to introduce the tool, the tool itself, how to score, and also some support services. These are all the items that Perla Flores mentioned today that you can download. At the bottom you will see the screenshots of that. And also at the top of the screen, you will see an anti-human trafficking resources assessment. Those are just sort of a chart that you can use that as some of the resources that are available to you in the area including the contact person might be, what is her contact information, what is there training on trafficking has been. Looking at some other national tools, in addition to the wonderful tool that Perla Flores shared with us today, want to share some other tools that may be of interest to you. This one is an adult human trafficking screening tool, it is on the national human trafficking training and Technical Assistance Center. This contains eight screening tool questions and a guide

that goes along with that it includes information on establishing a response protocol and referral network, relationship building networks tips for working with clients. And this one is from the World Health Organization. It is centered around ethical and safety recommendations for interviewing trafficked women particularly, if you're looking at doing research product, projects with sex trafficking survivors, it has a lot of tips for working with survivors and research projects and includes some information on getting informed consent and being survivor centered. It also has suggestions for a referral process and also some advice for working with interpreters. This one is an example of the human trafficking screening tool for the rural areas, this is from North Dakota. There is a screenshot right there, there is a link at the bottom of the slide as well. It has 11 screening indicators, it also has referral instructions, and also it has a map of all the human trafficking services in North Dakota. Here are some more tribal statistics resources particularly around the sex trafficking. If you go to Tribal Trafficking.org, there are resources there for addressing trafficking in tribal communities. It's got a number of publications, policy updates, victim services directories, upcoming trainings, that is a screenshot on the left of the homepage of the tribal trafficking site. On the right, you will see a sex trafficking in Indian country resource book. This is a really robust resource book. It has the information on prevalence of sex trafficking in Native American communities and also guidance for developing screening tools in your own agency and also integrating it with existing intake forms. Also how to meet the legal and non-legal needs of survivors. Also it has kind of like the different support services for a number of different states in there. Again these are resources specific to tribal communities. Feel free to check them out. And lastly here is some information on the national human Trafficking Resource Center. You can see the hotline number there that is available for survivors themselves or for professionals who are working with survivors. The hotline is open 24 seven. You can visit the website as well. Trafficking resource Center.org. And the referral directory that they have on there as well.

Thank you. Now for the next is step come I think we have a few questions here. That we posted that we think will be helpful for you to review with others in your organization. As far as past webinars, resources and handouts, the accessibility of the tools, the resources that were mentioned, as well is what is your role in providing services and

being, I guess you could also provide services or be a resource for referrals. And also we would like to highlight that in one of the handouts, we have a list of all the resources that were just listed with links to them. As well as additional links to resources and past webinars. So that is I think some of the review that we are incorporating. And as Anisa mentioned, you can contact us for any additional resources. Now I think we don't have any more questions. I think we covered most of the questions already. So now we are ready to finish and close. Thank you so much for joining us today. Please remember to fill out the evaluation which should pop up on your screen which is also related to all of this in one of the web links. Your feedback is very important. To be able to request additional resources with your questions as well as a certificate of participation. So if you have any questions, please feel free to contact me to the email address listed. Thank you so much also for sharing your experience and your great work and thank you to Anna from the National Council for hosting with a webinar through the project and thank you all and everyone for participating. We will be in touch. Have a great rest of the week.

Thanks, everyone.