

09:59:45 Good morning, we'll get started in just a couple minutes.  
10:01:51 GOod morning, good afternoon, everyone  
10:01:57 we're going to go ahead and get started  
10:02:06 I'm Anisa Ali and I work with FUtures WIthout VIolence  
10:02:13 Our presenters today are Perla FLOres  
10:02:22 Kiricka Yarbough Smith  
10:02:28 and Monica Arenas  
10:02:37 Please note that any information shared in the chat is public.  
10:02:53 Please contact FUtures Without VIolence for support and resources.  
10:03:01 (reading slide)  
10:03:37 THank you Anisa  
10:03:58 THis is MONica Arenas, thanks to everyone for joining, IU work with Futures Wihtout VIolence, today's host for the webinar.  
10:04:02 (Reading slide)  
10:04:48 Futures provides technical assistance to OVW and their partners to identify best practices on human trafficking and intersections of DV and SA  
10:05:03 WE hold free trainings, webinars and support collaboration  
10:05:22 We can also provide site visits and tailored trainings...available to OVW grantees and partners as resources permit.  
10:05:50 We will hold an institute this fall. Please contact me (Monica) with any questions about resources, also featured on our website.  
10:06:07 As part of this project, we have a team of faculty with extensive experience on HT programs.  
10:06:23 Today, we are honored to have Perla and Kiricka join us. (Reading slide)  
10:07:37 So now, we will go into our learning objectives for today's webinar.  
10:07:45 As a result of this webinar (reading slide)  
10:08:31 So now we will review briefly the agenda for today...  
10:08:52 We will do a welcome...and this webinar is a continuation of other webinars we've held in the past examining HT and DV/SA/  
10:09:12 This webinar will aim to provide you with additional information to compliment those webinars. WE will start by covering a few basics.  
10:09:21 (reading slide)  
10:09:51 Thank you. Now we'll go into learning about you...  
10:10:15 In terms of the people who registered...almost 700 people and a mix of advocates and others  
10:10:31 About 30% of you here have no experience working on HT  
10:10:36 Some of you are just getting started  
10:10:53 You all have experiences that you can share and different strategies  
10:11:03 Our faculty presenters will share what they've developed...  
10:11:17 WE now move into our definition of Human Trafficking as a reminder  
10:11:22 (Reading slide)  
10:12:26 So what this means in general is for both victims over 18 to be recognized as HT there does not need to be force, fraud or coercion.  
10:12:37 Examples of force may include beatings, confinement...  
10:12:51 For fraud, false promises, working condistions  
10:13:00 Coercion is about threats of harm, or physical restraint  
10:13:06 Can include confiscating passports  
10:13:47 TVPA defines HT as a criminal offense and creates a penalty and mandates restitution for victims...and allows vistims to work in the U.S. and receive benefits  
10:13:54 That's an overview of HT  
10:14:02 We have many more resources in the handouts on this topic.  
10:14:21 IN terms of intersections, like DV/SA...HT is about power and control  
10:14:33 Someone can be a victims of both labor ans sex trafficking, as well as DV or SA  
10:14:47 includes involuntary marriage, requiring spouses to conduct labor, sex work...  
10:15:02 physical and sexual abuse...

10:15:22 fraudulent courtship...(reading slide)  
10:15:44 fraudulent promises and being coerced or threatened into work  
10:16:16 For example, someone who thought they would be in one line of work but are coerced into another  
10:16:31 This is an overview of the intersections that we see in terms of HT cases.  
10:16:41 Now we're going to turn it over to Perla  
10:16:49 Good morning or afternoon (Perla)  
10:17:18 IN the DV/HT field because of the way these movements have emerged and because of funding....service providers are often cornered into providing mutually exclusive support to clients.  
10:17:34 Because of the way the funding is set up, we're looking at these issues in silo.  
10:17:48 We find that survivors are better supported in a collaborative, comprehensive way.  
10:18:08 We want to address different forms of gender based violence in an intersectional, collaborative approach.  
10:18:31 Why is this important to address intersections? We need to support survivors across the experiences.  
10:19:06 Some things like a T-visa are only available to HT survivors, so it is important to recognize the unique legal benefits for distinct survivors.  
10:19:15 This can include housing or vocational programs and services.  
10:19:43 We have found through our data that roughly 40% of DV survivors have also experienced Sexual assault  
10:20:01 we want to ensure that people who came in for HT services can access other additional supportive services.  
10:20:29 Connecting clients to legal providers, family law support, employment law...  
10:20:48 We might also be working with a DV survivor that needs housing.  
10:21:06 What are the trauma informed advocacy pieces to support clients?  
10:21:33 DV and SA service providers have been supporting trafficking survivors because of our philosophy and empowerment based approach.  
10:21:52 A lot of times service providers extend services to trafficking providers to address to the gaps in services.  
10:22:07 Build your capacity internally to increase staff awareness to support HT survivors.  
10:22:26 Staff can better understand the survivor's needs and support needed.  
10:22:52 What we've seen is a lot of HT survivors, particularly sex trafficking, the trafficker is known -- a family member, boyfriend, etc  
10:23:01 Make sure you're familiar with state and federal laws addressing HT  
10:23:17 What partnerships do you need to develop?  
10:23:30 How can you develop interdisciplinary partnerships?  
10:23:46 Find out what agencies offer to clients in your area.  
10:24:02 Maybe some can support labor trafficked survivors but not children who are exploited...  
10:24:25 When we think about HT it's very similar to SA and DV cases...typical flow (see slide)  
10:24:37 First, identification at the community based level  
10:24:59 The crisis response is an important point of engagement and important that trust building happens with client.  
10:25:27 So when we think about a model for collaborative model on HT, think about these four components: identification, crisis, engagement and case management  
10:25:57 HT can take many forms. Can be perpetrated by family, business owners, organized crime....no single profile for HT victim  
10:26:09 Look at the forms your org is currently using to ID trafficking survivors  
10:26:19 Many tools are available to assist you (see links on screen)  
10:26:57 It's important for us to utilize the tool on the screen with every client. Through that tool we've been able to ID that 13% of people who came in our agency we're also DV survivors/  
10:27:07 Many were SA survivors  
10:27:23 Really important to assess for different intersections. See the tool and implementation guideline.  
10:28:02 Some of the pieces that are important when thinking about ID and assessment...it took us about two years to develop that tool...the purpose of the assessment is to support the survivors and gather info that does so. Keep questions simple.  
10:28:23 Our victim screening tool is used by the providers in our county, English and Spanish, Tagalog and Mandarin  
10:28:37 Make sure you adapt tools for languages spoken in your community.  
10:29:06 Something that's important to collect...what are survivor's immediate needs, mental health, do they have something on their record?  
10:29:16 Many survivors are coerced or threatened into committing crimes.  
10:29:55 The tools should be administered in the first week

10:30:04 to identify needs early on and to form the goals.

10:30:33 When we think about case management, one is the crisis response...initial contact with the survivor.

10:30:40 WE want to build capacity to increase client safety

10:31:06 The Office of Victims of Crime they recommend having one victim service provider as the point of contact.

10:31:16 All service providers can agree to this.

10:31:40 All agencies will call the one lead agency who will then coordinate with all other agencies. One hour response time.

10:31:54 That lead will assess for emergency needs, medical needs, protective orders, etc

10:32:19 After that initial engagement piece which is really important, they will be offered a connection to a case manager to help the survivor begin the process of healing.

10:32:30 When we think about case managers, it's a critical role.

10:32:38 The case manager is a liason and hub for the survivor.

10:32:57 The case manager can inform on the client's rights and ensure that the survivor understand info is confidential.

10:33:14 Explain role of mandated reporting

10:33:31 A goal plan will ideally be established for three stages

10:34:01 Work with survivor so they can ID their own decisions and you can help inform on options.

10:34:22 Collaboration is key...identify any gaps like transportation, or other resources needed...

10:34:35 Roles and responsibilities of different service providers...

10:34:53 There might be one agency that focuses on DV and can provide shelter, another agency can provide court accompaniment...

10:35:06 So explore your partners and services to identify wrap around support.

10:35:25 Address safety concerns most pressing to the client

10:35:42 This is just a snapshot of components of case management...

10:35:52 The first day we meet with the survivor through 30 days

10:36:09 the transitional or stabilization phase begins after the crisis phase.

10:36:24 Long term is advocacy, case management and therapeutic support

10:36:40 The last phase begins when the client is stable...in long term housing...

10:36:48 The average client requires 3 years of support

10:36:59 Advocacy, case management and housing is critical

10:37:08 I'm turning over to Monica...

10:37:20 Now we're going to read a case that is a scenario to help a survivor

10:37:32 (Reading slide)

10:38:26 (continue reading slide)

10:39:02 AND now Perla will discuss the victim's safety

10:39:11 (Perla) We know there's DV happening with her partner

10:39:15 We know there's sexual assault

10:39:32 Because of dates and handing over money, with violence...we see the coercion of sex trafficking

10:39:40 She also disclosed child molestation

10:39:56 The first thing the advocate will do is ID basic needs and housing

10:40:40 One of the things we'd offer Vanessa in our county is housing, medical care and case management...developing a safety plan, peer advocacy and counseling...and develop a goal plan for emergencies

10:40:52 AND connecting Vanessa to legal support

10:41:27 The other important piece is ensuring seamless support to HT survivors in DV/SA programs...our emergency DV shelter can accommodate 14 HT survivors.

10:41:39 We know HT survivors might have to stay longer in the shelter

10:41:59 Every client will work with their advocate to make sure they have food, clothing, toiletries, school, transportation...

10:42:14 Explore whether they're eligible for benefits...

10:42:21 Court accompaniment

10:42:31 Goal plans that focus on education and income planning

10:42:38 Transportation support and rides to appointments.

10:42:53 And Kiricka you can feel free to add to this if you like...

10:42:58 (Kiricka: Sure)

10:43:11 Kiricka: With this slide, what are the housing options and support?  
10:43:16 Trafficking specific shelters  
10:43:42 WE don't have a lot of trafficking shelters so if you are using DV shelters or homeless shelters, make sure they also have received training on needs of trafficking survivors.  
10:44:17 from being able to receive housing, from one of those particular sources, and if they have children.  
10:44:32 sometimes if they don't have children, they aren't eligible for certain programs. and if they have employment  
10:44:50 if they don't have residence, what do they put on their ID?  
10:45:07 working with legal providers and identifying whether it's legal aid  
10:45:21 some of the strategies that we need when we are working with crisis, is housing support  
10:45:36 you need an MOU between DV and SA shelter and HT program  
10:45:41 to make sure housing is accessible  
10:45:58 we want to make sure it meets basic standards of HUD to make sure everything is working  
10:46:08 you want to make sure to try to develop some relationships with some of the hotels  
10:46:22 hotels aren't the most ideal options for trafficking survivors but sometimes are the only option.  
10:46:32 and how to option housing vouchers for HT survivors  
10:46:46 sometimes community and faith based groups to provide you with funding for shelter  
10:46:53 or a down payment on an apartment  
10:47:03 make sure you're adapting your procedures to enhance access  
10:47:20 when you have people who are deaf, blind, hard of hearing just making sure your materials are accessible  
10:47:32 the federal victims assistance emergency fund  
10:47:47 36% of youth that were homeless traded sex for money, a place to spend the night, and for drugs  
10:48:11 a lot of times they are being targeted because people feel like they are desperate for food, income, shelter, and their basic needs  
10:48:25 whether you are a housing provider or an advocate  
10:48:31 you want to think about a few things with safe housing  
10:48:41 make sure housing not located close to high crime areas  
10:48:51 in terms of where home is located and in terms of transportation  
10:49:03 you want to look at, do you have a bus line?  
10:49:19 do you have shared van resources so survivors can access food, medical, employment  
10:49:27 you want to make sure you have a list of housing options in your area  
10:49:39 make sure you know the populations that each of those providers works with  
10:49:56 make sure whatever home you are working with that they can accommodate their age, gender, and accessibility needs  
10:50:05 important that survivors know their rights  
10:50:13 what they are responsible for, what are their expectations  
10:50:23 what is the anticipated length of stay at that safe house?  
10:50:34 that can cause survivors anxiety if they don't know how much time they have  
10:50:52 we want to make sure we are providing complete expectations for survivors to make informed decisions  
10:51:05 make sure they know safety rules, policies and procedures, in a language they understand  
10:51:25 make sure you are adapting your policies and practices to accommodate the needs of survivors  
10:51:39 make sure housing provider can accommodate age, gender, and accessibility needs  
10:52:14 make sure that survivors are consulted regularly about services they receive to make sure they are appropriate and survivors feel secure  
10:52:24 in our housing program, an individual was receiving a deposit for an apartment  
10:52:40 but in follow-up we were made aware that that person was still living in a hotel  
10:52:47 they had mixed up the names of the individual  
10:53:01 if the coordinator hadn't followed up with person, then we wouldn't have known that  
10:53:11 the three phases of our case management approach  
10:53:21 for Vanessa, basic needs no longer a concern'  
10:53:33 we are looking at legal service providers  
10:53:45 if she had questions about T visa or protection order  
10:53:54 or other legal support, here is where collaboration is key  
10:54:09 advocacy and case management would include advocate for benefits  
10:54:15 maybe Vanessa doesn't have ID

10:54:28 any type of advocacy with law enforcement  
10:54:36 the housing piece is important  
10:54:49 this model we are looking at ending cycle of violence and poverty  
10:54:58 it's hard to do that without housing  
10:55:09 at CS, one of our rooms at shelter  
10:55:20 most residents will stay there for a year  
10:55:27 until we talk about other housing option  
10:55:40 identifying safe peers in community she can connect with  
10:55:48 if there's any mental health or primary care  
10:56:04 many survivors don't have access to medical care and have chronic health issues  
10:56:15 some survivors want ESL classes  
10:56:30 or some type of education to help them be prepared to have stable income once ready to work  
10:56:38 during this transitional support phase  
10:56:54 a lot of this has to be provided by victims service providers or other services from CBOs  
10:57:09 first we look at emergency and crisis housing  
10:57:17 but with transitional housing, have to think outside of the box  
10:57:23 having innovative ideas and processes  
10:57:45 sometimes harder for us to reach out to local businesses or rental companies who may not understand survivors' issues  
10:58:01 with some agencies, don't have short term rental options  
10:58:15 but some local or faith-based groups will work with you on this and with furniture  
10:58:22 don't have to be involved with survivors care  
10:58:30 can look at local foundations to help with expenses  
10:58:38 HUD a lot of times offers grants funding too  
10:58:50 HUD works a lot with rapid re-housing  
10:59:17 if we are connecting with those providers who aren't advocates but may work with homeless individuals, may also work with re-entry  
10:59:28 want to bring others into the fold to map our resources as best as possible  
10:59:42 sometimes are clients are also spread so that it may be DV and SA but also may be homeless  
10:59:59 just make sure we have continuous case management from advocate, continuous follow-up  
11:00:27 really making sure that something with housing can cause a lot of issues if don't have stable housing if trying to build job skills or trying to figure out how to enroll kids in school  
11:00:35 it can be traumatic for survivors  
11:00:51 with transitional support, goal is to move people into safe and permanent housing as safely and quickly as possible  
11:01:21 in Santa Clara County, have developed partnerships with continuum of care providers  
11:01:30 access to long term and rapid re-housing  
11:01:42 in Vanessa's case, would continue with case management and advocacy  
11:01:53 during crisis phase, CM checks in with survivor daily  
11:02:02 in transitional phase, checks in once every couple of weeks  
11:02:21 at this point, focus is on what support we provide to survivor so that they aren't forced to go back into crisis  
11:02:29 maintaining housing, support networks, employment  
11:02:50 for CM, continue with counseling, driver's license obtain a car  
11:02:59 primary care and mental health support  
11:03:12 once they get into housing, want to still receive counseling and peer support  
11:03:21 we also do developing life skills with survivors  
11:03:34 we will work with survivors to develop a safety plan and a goal plan  
11:03:49 the long term sustainability phase can last 1-2 years, and depends on survivors  
11:04:04 if you prefer to close out your file, totally ok  
11:04:16 if you need any support, survivors can reach out to us  
11:04:26 for housing, connect survivors with housing  
11:04:38 for long term and permanent housing options,  
11:04:52 it's really important that you really work on building relationships and network of providers you can work with

11:05:06 make sure you are having conversations with people for subsidized housing, section 8 housing  
11:05:19 there's an idea they will always be in bad areas or neighborhood  
11:05:31 but can use vouchers to go outside of the area as long as it's in the area  
11:05:41 with tenant-based housing, it's about knowing the language  
11:05:54 an advocate's guide to public housing has the language you'll need  
11:06:08 housing stabilization really affects everything with survivors  
11:06:17 it improves their health, boosts their self-esteem  
11:06:26 need ID, access to schools, for employment  
11:06:32 can work with transitional housing programs  
11:06:49 survivors who have an eviction history, may have negative referrals from landlords  
11:07:06 that might make it difficult to work with private transitional housing survivors  
11:07:18 one of the things that has benefitted us is having an upfront discussion  
11:07:39 with eviction history, may not have the best credit, but if we can help pay the deposit or employment, that helps  
11:07:50 and we can pay for example for first 4 months  
11:07:59 sometimes those are some of the ways you can have a discussion with them  
11:08:11 some of the strategies can help clear criminal record  
11:08:25 you can look at private attorneys if you don't have Legal Aid, sometimes will work pro bono  
11:08:42 having MOUs with DV shelters and faith-based housing and apartments is helpful  
11:08:52 also having housing vouchers for human trafficking survivors  
11:09:05 with one agency worked with, we received 10 vouchers in 7 different communities  
11:09:20 may not sound like a lot, but that meant at least 10 families in those communities to be safe!  
11:09:33 really making sure we are addressing/adapting our policies to adapt access  
11:10:03 Perla: one of the things that comes to mind with safety plan is that it should have a light document we adapted Jill Davis' safety planning for HT survivors  
11:10:16 this includes identifying and addressing life-generated risks and HT-generated risks  
11:10:29 it's important to discuss their idea of "safe place"  
11:11:03 there are times when the advocate may feel like that's not a safety concern, or times when survivor might not think something is a safety concern  
11:11:33 when a survivor leaves a violent situation, really important to incorporate into the safety plan the perpetrator generated risks  
11:11:52 sometimes survivor able to retain protective order, but that order won't protect survivor's family  
11:11:58 sometimes the family is in a different country  
11:12:03 important to take that in account  
11:12:25 traffickers can be really dangerous, so important to ensure that the hotel is a secure location and confidential  
11:12:44 if we have relationships with hotel, we can treat them as extension of our shelter  
11:12:53 if possible, having security cameras and alarm at the shelter  
11:12:59 some shelters have security guards  
11:13:08 in terms of phone or internet use, we do have that  
11:13:28 we want to treat survivors with respect and have autonomy but want to have conversations about how technology can be used to cause harm  
11:13:47 we purchase pre-paid cell phones for survivors  
11:13:54 so they have a way to communicate with advocate and 911  
11:14:14 safety consideration for survivors, have a work cell phone, and voice mail won't have the name  
11:14:25 Kiricka: power of collaborative relationships  
11:14:48 having someone coordinate that relationships is really important  
11:14:58 and build connections to help survivors with resources  
11:15:04 develop a resource list within your community  
11:15:17 how do we make sure we have those providers and as up to date as possible?  
11:15:29 identifying single point of contact in each agency as much as possible  
11:15:43 burnout, low pay, turnover is real, so make sure you have a plan B  
11:15:51 with those relationships, always draft and sign MOU  
11:15:58 and have that spell out roles for each agency  
11:16:10 develop a referral process and protocol for how to do referrals

11:16:23 check in periodically with each other and address gaps as needed  
11:16:33 with potential partners in community, it depends on your community  
11:16:42 what is the target population your community serves?  
11:16:59 DV programs, local law enforcement, faith-based, housing, etc  
11:17:14 how many of you engage with partners outside of this list? we'll look at the list in just a minute  
11:17:25 elements for collaborations that should be in place are:  
11:17:38 coordinating services, trauma-informed and victim-centered  
11:17:49 making sure that we are providing cross-training and peer exchange  
11:17:59 advocates will say can we train your agency?  
11:18:14 but advocates can have training from partners too and will help get people in the door  
11:18:23 map your resources as you are pulling people together  
11:18:42 law enforcement is a difficult topic sometimes for advocates  
11:18:56 it's beneficial with law enforcement to know that these relationships can build over time  
11:19:10 clarify what your roles are, what are your expectations of them, and them of you  
11:19:25 make sure survivors informed of laws for HT that can protect them  
11:19:44 also understanding and talking with them that victim has the right to cooperate with law enforcement when they are ready  
11:19:52 be consistent and have proactive communication  
11:20:25 in order to collaborate, have to understand there is a purpose and place for everyone, and need to figure out what that purpose is  
11:20:39 workign towards common goals, and setting those goals  
11:20:47 what are the common goals that you have?  
11:21:01 professionalism and attitude is key to making sure survivors are engaged  
11:21:24 we do understand that these are the individuals who are ALREADY been serving survivors in their community  
11:21:34 advocacy non-negotiables:  
11:21:41 protect survivor's confidentiality always  
11:21:49 respect differences and avoid assumptions  
11:21:58 have survivors explore options and repercussions  
11:22:12 support the survivors' decision, even when contrary to what advocates believe  
11:22:19 maintain strong professional boundaries  
11:22:31 number 1 non-negotiable is to take care of yourself!  
11:22:45 Monica: now we want to go over questions you have shared  
11:23:03 Lorraine from Texas says she is partnering with law enforcement  
11:23:21 Ruth is collaborating with SANE nurses and has been helpful, also works with court system, and medical system  
11:23:25 others can share as well  
11:23:40 we want to learn about strategies you have found meaningful or helpful for survivors for HT  
11:24:03 participants were asking about strategies for keeping communication with survivors throughout, from a few months to a year  
11:24:28 Perla: I mentioned earlier that we developed goal plan, which includes meeting schedule, can be 3-4 times a week  
11:24:38 transitional phase will be once a week every couple of weeks  
11:24:47 make sure these are the same days/times of week  
11:25:05 same thing with goal plan for long term, ie meeting plan once a month, Mondays at 4  
11:25:10 =have a standing meeting  
11:25:21 Kiricka: relationships, relationships, relationships!  
11:25:34 so the person will want to reach back out to you and work with you  
11:25:47 like we have bus passes, other ways to keep them engaged and coming back to the table  
11:26:09 Monica: I also just posted a link to some of these resources for tracking case management and referrals. It's in the chat box  
11:26:26 Monica: We have a question about your experience with references on harm reduction  
11:26:49 Monica: what is your experience or references for harm reduction when providing harm reduction strategies?  
11:27:04 Kiricka: maintain confidentiality, always making sure all potential signs for re-victimization

11:27:10 always discuss with teh survivor  
11:27:19 always help them maintain a choice, it should be their choice  
11:27:25 very basic but things you can do  
11:27:32 sit down with them and come up with a safety plan  
11:27:39 safety planning is a huge way to reduce harm!  
11:27:45 Monica: thank you, that's helpful  
11:27:58 Monica: we want to highlight some of the resources in the tools  
11:28:12 we have a handout for you to assess your preparedness to provide services  
11:28:19 and colalboatiion roles and indicators  
11:28:30 so these are the links onthe slide, and they are on teh handouts as well  
11:28:38 Monica: thank you for your participation!  
11:28:44 Please take a moment to fill out the evaluation  
11:28:57 through the evaluation you can request resources or a creertificate of participation  
11:29:03 the link is in the chatbox right now  
11:29:13 Monica: thank you Kiricka and Perla for your presentation!  
11:29:24 And all of you for your participation! And all your feedback is important  
11:29:34 For any questions, please cotnact Monica AReans  
11:29:40 Thank you so much and hope you have ag reat day  
11:29:57 The evaluation link: you'll have to copy it and paste it in your browser  
11:30:08 I'll post the evaluation link as well.  
11:30:11 Thank you again!