



**“What Domestic Violence and Sexual Assault Organizations
Can Do To Address Human Trafficking”**

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Webinar Captioning Script

This webinar is part of a project entitled Building Collaborative Responses to Trafficked Victims of Domestic Violence and Sexual Assault, supported by the Department of Justice, Office on Violence Against Women.

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>> Thank you and good morning or good afternoon. Thank you for joining. My name is Monica Arenas and I am from futures Without Violence. We are hosting today's webinar. As 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. As part of the project we have a team of faculty who have extensive experience developing programs and collaborations such as human trafficking. Today, we are honored to have one of our faculty members from the program.

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 is a commissioner on the Santa Clara County Domestic Violence Council and she chairs the South Bay Coalition to End Human Trafficking. She was the recipient of the 2010 California Peace Prize and 2015 Outstanding Advocate Award.

Perla co-authored the Human Trafficking Advocate Manual, A Resource Guide for Domestic Violence & Sexual Assault Advocates Working with Human Trafficking, and has developed guidelines and promising practices on HT crisis intervention and case management.

The webinar has three parts. Or three sections. As a result of the webinar, you will be better able to describe intersections of human trafficking with domestic violence and

sexual assault. Secondly, we will identify strategies that your organization can take to address human trafficking, in collaboration with others in your community. We will go over 10 different things that you can work on to address human trafficking in domestic violence and sexual assault services, in collaboration with others. The third part, we will go through resources and support available to enhance your services. These are the learning objectives.

Now, for the first step, we would like to find out who is participating in the webinar. We have a poll question, to find out who is in the room. Great. We have a great group of registrants. We had a lot of people interested. Thank you for your interest and we have a lot of domestic violence and sexual assault service providers. And people that are working on domestic violence, sexual assault and human trafficking. And also sexual assault, domestic violence only and community-based organizations. Thank for participating. We have a great group. Now, we would also like to know your experience. I know some of you have no experience at all. And others have a lot of experience. We have the second poll question. Here, we see that we have some people with experience with domestic adult, sex trafficking survivors is the most experience people have. We also have a good group of people that have no experience at all. And also, domestic minor, labor trafficking survivors under 18. Some experience with foreign born. It seems like you have some experience already. Thank you so much for sharing. We knew there was a mixed group. We sent a link to a video. We wanted to give you an orientation, preliminary information about human trafficking. If you are not familiar. We are not sure if you were able to see the video. The goal of the video is to show what is human trafficking, and trafficking in different communities and experiences. If you saw the video, you can write into the chat. Great. Someone is saying the video was great. Thank you. I am glad you saw it. It is a short six minutes video. This video can be used as a resource for you for education in the community. Thank you. I am glad you saw it. Now, we will go to the next section. We would like to start with a brief overview of human trafficking. We know we have different levels of experiences. And then, we will go into the intersections with human trafficking, domestic violence and sexual assault. Now, I will turn it over to Perla, who will go over the human trafficking definition.

>> Thank you for all participants on the webinar. It is nice to be with you today. To go over briefly, the definition of human trafficking federal law. It is captured in the victims protection act, first passed in 2000. Refer to it as the TVPA. It has been reauthorized. What the act does is it creates three different categories for types of human trafficking. The first category talks about commercial sexual act induced by force, fraud, or coercion, or in which the person induced to perform a commercial sex act has not attained 18 years of age the second category is where the individual has not attained the age of 18. A lot of times refer to this as commercially sexually explicit children. The acronym sex trafficking -- in this case with anyone under the age of 18 is induced to commit a commercial sex act, individuals under 18 have no requirement to prove coercion. The last category is Labor Trafficking. The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use

of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. I will go on to the next slide. It can be confusing. We think about the trafficking victim protection act, and entails three elements. The first element goes through the process. It is the action that was taken by the potential trafficker. It could be recruiting an individual or harboring an individual. Or moving or obtaining a person. Or attempting to do any of those things. The good thing about the law is it does not require all of these elements. It is just one. Recruiting, harboring, moving or obtaining. The second element is the Means. What was used to recruit, harbor, move or obtain the person? It must include force or fraud or coercion. The last element is what is the purpose? What was the end goal? It has to be for involuntary servitude, debt bondage or slavery or sex trade. These are the three elements we are looking at when we think about whether a survivor we are working with can potentially be a human trafficking victim. Remember, if the individual is under 18 and the purpose is for commercial sex, we do not need to worry about the element number two. To look at this more practically, we will have a case scenario.

>> We have a scenario of VA. VA came into our office looking for support after J, her abusive partner, filed for custody of their one-year old child. VA met J online and he convinced her to relocate from her country to the US. The plan was that they would live together and eventually get married. Shortly after arriving in the US, VA found out that J was already legally married, and he had no intention to leave his wife for VA. J used VA as a domestic and sex servant for almost two years.

>> This is an actual case that our agency worked with. The individual, VA, looking for services came into our domestic violence agency. And presented this scenario. Monica, do you think in this scenario there was human trafficking? We can go back and look at our chart, to see if this scenario meets the three elements that we talked about earlier.

>> I think for the process, we see VA was recruited. She was convinced to relocate to another place. In this scenario, she relocated to another country, to the United States. She could have relocated to another city as well. For the means, I think there was coercion and fraud. Since J was married and had no intention to leave his wife, we do not know if she took her papers or if there was debt or threat involved. There was coercion and fraud involved, I see that. For the end, based on the scenario or purpose. She was used as a domestic and sexual servant. And is now trying to remove the child they had together. We do not know if there was debt involved.

>> Unfortunately, a lot of the cases that we see for domestic violence and human trafficking, the means used are fraud. Where an individual promises his or her partner you will come live with me. We will get married. We will have a family etc. And it ends up exploiting the individual. It could be a neighbor. Which is this case. She was forced to not only work in the home and perform sex acts, but also work at his business without getting paid. We have also seen situations -- many situations where there is an intersection of human trafficking and domestic violence as it relates to sex trafficking. We will talk about that more. As we go on today.

>> Each scenario is different. For human trafficking, domestic violence and sexual assault, the intersections and the push factors are the same. Like domestic violence and sexual assault. Trafficking is about power and control. And exploitation of people. Particularly women and children. And trafficking is rooted in the interconnected system of oppression and inequality. Perla will go over that. In human trafficking cases, we see coercion and threats. Intimidation, emotional abuse, isolation and minimizing and denying sexual abuse. Economic abuse, physical abuse etc. It is very clear in terms -- not clear, it can be very interactive. In terms of intersections with domestic violence and sexual assault and human trafficking. Also, in what we have been hearing, it is that a lot of the cases of domestic violence -- sometimes they are screened or go for help for domestic violence. After more in depth assistance or after more in depth screening, they see that there was also human trafficking involved. Now, Perla will share more about intersections.

>> Community solutions and for domestic service providers, we are fortunate to have several service providers. We approach this work from a framework that addresses all different forms and intersections of gender-based violence. Intimate partner abuse, sexual assault, sexual harassment, and unfortunately we do not see a lot of bride burnings or honor killings. It is important for us to be comprehensive in our intersectional approach for violence against women. And we do not see these issues, particularly, sexual assault, domestic violence or human trafficking as issues that happened in isolation from each other. Rather, a symptom of a larger issue. And the root cause is gender-based violence. And the different patriarchy and power control systems that come into play. For us, human tracking thinking, domestic violence, sexual assault, we see as manifestations of the symptoms that are caused by gender-based violence. It is important for us to acknowledge that. So that we are screening very comprehensive way, to ensure we are addressing all the different types of trauma. As someone may have experienced. We'll talk later on, ensuring every individual is linked with the benefit and legal remedies they are entitled to. Based on the specific crime perpetrated against them. Some of the similarities, domestic violence and sexual assault survivors can include physical violence. Restrictions of freedom. Control in isolation. Financial control and dependence. Intimidation, fear. Survivors experience fear with the community. If they are living with her trafficker. It is important to keep in mind that often, the trafficker may be the only person the victim knows. It increases their isolation and dependency. It is important to keep in mind that survivors experience frequent acts of violence, across a long period of time. It can often result in severe psychological trauma. Many times, human trafficking survivors, as with domestic violence survivors, are not connected to any family or community of support. Because of the high levels of control and isolation that happened. Survivors may not know what their legal rights are. They may have been conditioned to not trust the police or court system. Many times, there are like which barriers. For us particularly, about 50 percent of our clients are foreign-born and speak a different language. It is a huge concern. Many human trafficking survivors, like domestic violence survivors, if there's children involved, they are concerned about the children. There concerned about child welfare. And it may result in losing custody. Keep

in mind, like domestic violence and sexual assault survivors, human trafficking survivors could be anyone. We have worked with women, children, all races, ages and states. It is another similarity that human trafficking survivors have in common with domestic and sexual assault survivors. In 2003 in Santa Clara County, the domestic violence providers convened a foreign to talk about the time since the trafficking act had passed in 2000. We were saying human trafficking and identifying survivors of human trafficking came to our agency, looking for domestic violence or sexual assault support. We realized that the domestic violence and sexual assault service providers with the most proficient to extend existing services to human trafficking survivors. Because of many reasons. Importantly, because of our service philosophy. To be trauma informed, and empowerment-based and client-centered. And extends well to any trauma or abuse survivor. We already had the access to support systems. The emergency shelter. Advocacy support. Therapeutic support that we are providing to domestic violence and sexual assault survivors. It could easily be extended to human trafficking survivors. The similarity and control tactics used by perpetrators are surprising. Our staff is trained to identify that. There are similarities in victim for mobility barriers to leaving abusive situations. Perhaps legal status, chronic trauma, language barriers, lack of financial independence and all of those things came into play. We also had a commitment to serving gender-based violence comprehensively. And not a type of victimization. At that point, organizations were working on the inter-sectionalties for violence against women. Including addressing intimate partner abuse, sexual assault, discrimination and perhaps sexual harassment in the workplace. It made the most sense for domestic violence and sexual assault providers to extend our comprehensive web of support. And also, leverage the partnerships we were able to develop in supporting domestic violence and sexual assault survivors. To be able to comprehend the support for human trafficking survivors.

>> Now, in terms of why trafficked survivors go to or are referred to domestic violence/sexual assault organizations. As many of you know already and have experienced, especially in rural communities, DV/SA organizations may be the only ones providing services. They are responding to community outreach. They do not trust law enforcement. They do not identify as trafficked. Also, as mentioned, domestic violence survivors and survivors of sexual assault. Especially for sexual violence, it usually occurs in almost every trafficking situation. Including the commercial sex circle. A marriage. In cases of forced labor. It is important to remember that nobody agrees to be sexually assaulted or trafficked. Despite appearances of consent at various stages of the trafficking or sexual assault. We also see survivors need assistance from several organizations. Because they have different needs.

This leads us to reviewing more about the means of survivors. Perla has worked on this in terms of dividing the different types of needs, based on the experiences they have had over the years. And they came up with a chart that divides the needs of survivors into three phases. All of the services that they need are unique to each individual, based on the experience of the survivor if they are adult, minor, men or have any special

needs or disabilities. Also, if they are a group. How long where they trafficked? We hear minors who were trafficked when they were 12, 15 or 16. Now, they are getting help. They are now 20 or 25. They have not been able to go through learning basic things of life. Regular life, that we are accustomed to. They need support. This chart shows acute/crisis needs. In this area, we seek emergency crisis support. Usually, it is within the first 30 days of when they are getting help our start getting so much help. During this stage, they will most likely need housing, food, medical, mental health, legal emergency and childcare assistance. Then they go into more immediate short-term transitional needs. It is usually up to eight months. You will need more case management, mental health, more safety planning and legal needs. Including T visa, U visa, help with civil and criminal history protection orders. And financial support as well. The third stage is long-term support needs. The sustainability piece. This will be for eight months-two years or longer. At the same time, all of the needs are not linear. They can need support in different areas, based on anything that can trigger their event. Are things that they went through. They could go to crisis again. If they are asked to testify. I would also like to highlight, in terms of needs, people were asked to identify the most important needs for survivors. The four most important needs that organization identified is safety. Then, housing, emergency shelter, followed by the need for healthcare. Very high for healthcare. Including mental health. Counseling, medical care, trauma informed care and substance abuse treatment. They will identify legal services and emergency financial aid. As well as employment assistance. As important needs for survivors. Perla?

>> I think the piece that is important to point out is when we developed the case model, we realized that working with human trafficking survivors was very different than what we were accustomed to with domestic violence survivors. For example, it is a short period of time in our shelters. A short period of intense support. We have sexual assault survivors, that we perhaps supported over a longer period of time while there was a criminal court process pending. It is over a couple of years of time. With minimal support. Human trafficking survivors were very different in terms of the breadth and depth of services they required. We developed this case management approach with three distinct faces. In case management. The first one, the crisis phase, is from the point at begins. When we identify the survivor and start supporting them. That goes up to 30 days. During that time, our entire focus is on ensuring the survivor has their basic needs met. To follow the hierarchy of needs. The basic needs are met. How we include medical attention that is necessary. Any immediate safety concerns of a restraining order and things of that nature. Medication with her family and home. That can last up to 30 days. Are transitional reports base, which we call facilitation phase, begins after the crisis intervention phase is over. We understand if someone is in crisis and does not have basic needs met, it will be challenging for them to focus, beginning to establish their economic dependence and self-sufficiency. The transitional phase usually lasts up to eight months and it can last longer for foreign-born survivors who are waiting for their work permits to come in. As they are going through the process to receive vocational training. Or try to integrate into the community it lasts longer for survivors. Where

English is not their first language. In order to be self-sufficient and have a well-paying job, they need to brush up on English as a second language skill. During that time, we are ensuring that survivors have access to housing. In addition to the basic needs. We take on a second component, going toward job readiness. And establishing economic independence. The last phase of our case management approach begins once somebody gets into stable housing. Which could take up to eight months from the first point of contact. Sometimes it takes up to a year. The last phase will last a couple of years. On average, we see human trafficking survivors that remain in the area and decide to avail themselves of case management and legal support offered -- those cases typically are open for three years. That is very common for us. During the long-term support, our role is to continue to provide -- if it is therapeutic support, case management or low touch support. To ensure the individual is able to sustain their income. Their housing. And their emotional well-being and safety. I wanted to put that out there. The approaches a little bit different. We are happy to share more about that there is a webinar available about case management to support human trafficking survivors.

>> Also, we would like to highlight that we have a recorded webinar on this topic, in terms of case management. Perla and her colleague go through the different stages and needs and process for both adults. And also for minors. For each individual with different needs and different types of case management. Support needs. We have it at the end of this PowerPoint. There is a link to the webinar as well. We can also follow up with resources. Now, we have another question. Are you seeing cases of human trafficking with an intersection with domestic violence and sexual assault? A big number of you are seeing the intersection. That is clear. There is a high intersection. For that reason, a lot of domestic violence and sexual assault organizations -- that is one of the reasons that more organizations are seeing the need to address the issue. We provided this brief overview of human trafficking and intersections with domestic violence and sexual assault. We know that it is basic and brief. There are a lot of resources in other webinars that go more in-depth. We can also follow up with more support and information. The trafficking victims protection act law is a survivor centered framework. And includes a framework called the four P's. Protection of survivors, including witness protection and benefits for survivors. As well as prosecution of perpetrators through new crimes. Prevention, including resources for public awareness and notification. As well as partnerships with government, nongovernment agencies. And also public sector and federal, state and local law. Through this framework, futures Without Violence has the Project on Building Collaborative Responses to address human trafficking. To help build multidisciplinary collaborations. To support survivors of human trafficking, with a focus on grantees and partners. We have been working on this for over 12 years. Now, we will review a list of recommendations. On things that domestic violence and sexual abuse organizations can do to support trafficking. And is a general overview. We also have resources that can go more in depth into the areas. We can also follow up with support. Many of you may already be doing this. This is an overview of the key things we think are important to address and look at, when working with survivors of human trafficking.

If you are starting to or are doing it already, to better respond to survivors of human trafficking. Perla will help go over the 10 things that we have identified. Perla?

>> The first thing is clarifying your role within your organization. Our agency is a dual service provider. Serving sexual assault and domestic violence survivors, and we realized we had the capacity to extend our services. To foreign-born and domestic minor and adult survivors of human trafficking. Male and female. There are some organizations that may not have the sexual assault component. They are more focused on domestic violence. They feel more comfortable focusing on working with adults only. That is okay. The first piece is to figure out what capacity your organization has and what sector or population of the human trafficking survivors can you support? What we did after that, was we looked at all the domestic violence, sexual assault service providers in our county. The organizations that have confidentiality. We will talk more about that later. Why it is important. We had a conversation around, what kind of support are we going to provide to human trafficking survivors, as victim service providers? We identified a need. The issue was so new in 2003. To organize ourselves in a way where we had a point agency. So if law enforcement or any other partner doesn't govern organizations, social workers, came into contact with the victim, instead of figuring out what organization is servicing, who has a five our hotline etc. We have one agency as a point agency. For the last several years, we have served that role. Law enforcement agencies identify the victim and call the main number. Community Solutions, the point agency would work behind the scenes to ensure that the victim service providers on board, to provide in person response, when a human trafficking victim is identified. We would work together to ensure in person response happened in a way that is logistically appropriate. Culturally appropriate for the identified survivor. And of cases of multi-victims, we have the capacity as well. With these service providers, we identified which organization was going to extend shelter services to human trafficking victims. We know, because of financial limitations, some agencies are not able to. We identified which agency can provide a personal response. Which can provide shelter services? And which agencies can provide ongoing case management. The first piece we did as service providers, was get organized and figure out for victim services, the crisis response, case management piece and who can do what. After that, we went to our partners. To figure out who could provide support. With these agencies providing the shelter, we had to figure out for minors. Who can support minors, in terms of each shelter? Who can support minors in terms of case management? What are the linguistic capabilities of our partners? We have a whole system. I am happy to share through futures without violence, a point person referral form that we completed. That was sent to the point agency. In case there is not a need for an emergency response. That there is ongoing case management. We looked externally to our partners. Our coalition was founded in February, 2005. We are fortunate to have over 30 member agencies. We structure the coalition so that we have a victim services committee. I mentioned that. We have identified what type of support each agency can provide. We also have a legal services committee. In that committee, the attorneys are civil attorneys. They coordinate themselves to make sure there is enough response for

migration issues, employment law -- with human trafficking, we see a lot of employment related issues. Attorneys that focused on helping and social service benefits. Victim rights attorneys. And even family law attorneys in the case of intersection. Whenever there is a family law issue. Those attorneys also organize themselves in the same manner. To ensure that survivor needs are met there is also a legal point agency. Every referral of human trafficking that is identified through a coalition partner, goes to the legal point person. That individual, attorney, will conduct a thorough assessment. And connect the survivor to the legal needs. In response to their needs. The third committee of our coalition is law-enforcement. That includes the district attorney office, several local law enforcement organizations, as well as FBI. The last group is our community outreach committee. Among the others, we felt there was a gap in terms of medical care. We were able to identify an organization where he could do a warm handoff, as soon as the human trafficking survivor is identified. And connect them to the organization. To ensure they sit receive support while waiting to have their Medi-Cal approved and got the process. We also found faith-based organizations were strong supporters when it comes to conducting community outreach. Also, if their advocates are not confidential and cannot work, survivors, they have supported our client -- we developed an order form. We send it to her faith-based community members. And included the clothes the survivor needed. Food needs, phones, etc. Those are the ways in which we have been able to work collaboratively. The other thing that our coalition developed as a point person, point of contact for. On one sheet, if there is a need for victim service provider, here is the point person for victim services. If there is a need for legal services, here is that number for the legal services point person. Who is the point of contact? Who is social services and Department of family and children services contact? Who is the medical point of contact? I believe there is an attached chart to help identify the needs of survivors and local service providers in your area.

>> Yes, it is a chart with a list of needs. For you to add who can provide the needs in your community. And if you have any relationship with them. And are they trained on human trafficking. It is more of an assessment for that. For assessing who is in your community. We also have another hand out that is like a checklist. To see if you have the things Perla is reviewing. To address and support survivors of human trafficking. Also, like you mentioned, in terms of the protocol. That is part that includes who calls who.

>> We will work through that. Moving on. The other piece that was important to us that one of the challenges is we have -- there has been an increase. It is very rare that individuals will come in and identify as a human trafficking survivor. That typically does not happen. Thanks to community outreach and more awareness campaigns, we have seen an increase in survivor self-identified. We realize it is important to screen early on. For potential human trafficking, when we are working with domestic violence and sexual assault survivors. As a result of that, the need to screen and doing it in a routine and consistent manner. The community assistance developed an intersection screening tool for victim service providers. It is a 14 question tool. Ask questions to identify if the

individual is potentially desert has been or is potentially a survivor or victim of domestic violence, sexual assault, sex trafficking or labor trafficking. We asked all service providers that are members of our coalition to use this tool with all of their open clients. You would not use this during a crisis response. 14 pages of questions is too much. All of the client to come into the shelter, we use this tool. We use this tool with all open clients in our domestic violence, sexual assault or human trafficking cases. The tool has been helpful because if there is an organization that provides domestic violence and human trafficking services, but not sexual assault, when they complete the screening tool, if the identified individual has sexual assault of the issue, the advocate will ask that you interested in receiving sexual assault services with Mitchell advocate? Is this a guess, there is a warm handoff. For agencies that do not provide that support in house, they will refer to one of the two sexual assault providers in our county. For agencies like community solutions that provide domestic violence, sexual assault and human trafficking, it is an opportunity for us to collect the individual and connect them to support services if they are interested. Data collection is really important. And has allowed us to develop some good data around the different forms and intersections of gender-based violence. We looked at the tool after administrating it for a year, we realized 40 percent of domestic violence survivors that came into our shelter were also dealing with issues of sexual assault. We realized 10 percent of the survivors that came into our shelter, not originally presenting as human trafficking survivors, also had human trafficking issues that had happened in the past or recently. That piece is important.

I mentioned our case management approach goes into three different phases. The case manager, when assigned to client, the first phase of case management is developing a goal plan with the survivor. During the first 30 days, we only look at the emergency needs. The emergency based needs. Will not overwhelm the survivor talking about where they will work or live six months from now. It is getting the basic needs met. Which could include attending to medical issues. It could include legal issues. It could include financial issues. That piece is important. We also developed safety plans, based on what basic case management someone is in. If they are in the crisis phase, the safety plan will be based on that phase. When a survivor graduates into the transitional area, the case manager will develop a new goal plan. With goals specific to the needs and areas of focus during the face. The caseworker will also work with the survivor to develop a new safety plan that focuses on the face. The same with long-term stability and sustainability needs. The other piece that is important for us is the intersection screening tool. We try to administer that with survivors at least every six months. Because of circumstances changing. We have had situations with somebody who came into the shelter and when they first came in there were no issues around sexual harassment or sexual assault. Six months down the road, something could have changed. For us, it is important to always be addressing and identifying different types of trauma or abuse for survivors. For the purpose of ensuring we are addressing and supporting them. Also, ensuring they are connected to the legal services they are entitled to. I am happy to share the tool. Some of the questions that we keep in mind

when screening for human trafficking, the intersection screening tool is meant to carve out if somebody could potentially be a victim of human trafficking. If it looks like it may have been an issue, there would be an in-depth screening that happens. Some of the questions to keep in mind, was a person recruited? Where they promise something? Where is their passport documents? Were they coerced? Was there violence or threats or psychological abuse? Was a person paid for the work that they are doing? Did they try to leave the job or they cannot because there is a consequence involved. Is the person afraid of his or her employer? Those are key questions to keep in mind, as you are screening for human trafficking.

>> There are some questions about the sharing of the tool. We want to give it to everyone after the webinar, but we can share it. You can send me an email. We are thinking of doing a separate webinar or training. Because you have to put together a training on how to use the tool. It is in the plans. Thank you.

>> The other piece that is important to us is the trafficking victims protection act is meant to be a victim centered or survivor centered approach. In response to human trafficking. It is important to keep in mind that when we screen for human trafficking, we explain to survivors that it is not that human trafficking is a more severe form of abuse. We know there is domestic violence and sexual assault cases that are horrendous. It is important to keep in mind that there are public benefits and resources that are available for human trafficking survivors. Human trafficking survivors, when they have an attorney that applies for T VISA, the survivors are eligible for eight months of benefits. Federal benefits that could include cash aid, Medi-Cal and food stamps. A lot of states, including California, have enacted state laws that mirror the Trafficking Protections Act. In California, when a survivor -- and attorney files for the survivor. For the survivor to get started at the federal level, it usually takes eight months. To bridge the gap of one a survivor can access federal benefits, California has a state law. As soon as the social service agency receives a letter from an attorney or advocate, that goes with the survivor to the social services office. The letter says this person is applying for T Visa or is suspected to be a human trafficking victim. The survivor has a right to all benefits that a refugee would have. Medi-Cal, cash aid and food stamps. Those benefits will go typically for eight months. And then, the federal benefits kick in. 16 months-worth of benefits that human trafficking survivors are eligible for. And the survivors can benefit, regardless of how they enter the United States. When they apply for a remedy. Overstaying their visa can be waived. There is special immigration and civil remedies for survivors. Many of you may be familiar with the T-visa. A temporary 4 year visa. After three years of having it, or after the criminal investigation and prosecution has concluded, the human trafficking survivor can adjust to have their T visa status adjusted. From a temporary visa to legal permanent resident. Which is huge. That piece is huge. With a T Visa, it takes that like many of you are familiar with the U visa. The visa for victims of different types of crime. The U visa has a capital 10,000 per year. And as many of you know, there is typically 70,000 requests per year. Survivors apply for U visa are waiting an average of six years to have a work permit. And another 4 years to

have the U visa. Doing another 4 years to adjust to legal permanent resident. The T visa, there is at 5000 counts per year. That has never been reached. The amount of time it will take a survivor to get a work permit is much faster. It takes a little longer now. It is eight months to little over a year, in comparison to the U visa. It is very important. When we talk about the victim-center response, includes the survivor in decisions with the case. For us, and Santa Clara County, the victim service providers built our advocacy approach to human trafficking. We made it after our domestic violence approach, which is based on Jill Davis book safety planning for battered women. It is that same model. We tried to build symmetrical partnerships with survivors. And respect them as experts of their situation. Respect their decisions. For us, the focus is on increasing information for survivors, so that they can make a more informed decision. Minimizing re-traumatizing survivors. Also, connecting survivors to whatever specialized services that they are eligible for and entitled to.

>> I think we also have a handout on what is survivor centered and trauma informed. For a lot of people asking about the tool we will follow up with you.

>> The other piece in terms of getting ready is that it is important to assess your internal preparedness, capacity and training needs. It is important to train and develop the skills of your staff members. Train them on the intersections of human trafficking, domestic violence and sexual assault, so that they can better identify the potential victims. And be aware of the social service benefits, as well as legal remedies that human trafficking survivors are eligible for. Particularly when foreign born. I mentioned earlier there is case management approach. It will look a little bit different. It is like a wraparound service. We have survivors who are foreign-born or domestic sex trafficking survivors who perhaps had been exploited. For example, a client was exposed since the time she was 14. She was 24. Basic life skills, such as learning how to use the card given for benefits. How to take transportation. Learning how to set up a bank account. How to develop a resume. There is a lot of support that is involved in working with human trafficking survivors. It is really important that staff are trained and they feel comfortable. To be able to provide the support. The confidentiality piece is also huge. I think we may talk about it later on. It is important for your organization to identify in your state, if there is a caseworker privilege that protects communication between the caseworker and human trafficking survivors. The other piece that is important is to identify the type of human trafficking victims you see most frequently in your area. To make sure you have programs that are linguistically and culturally responsive. For us, from the time we started providing human trafficking services in 2003 -2011, our focus was exclusively on foreign-born survivors of human trafficking. Then, in 2011/2012, when nationally, the focus went to domestic sex trafficking and particularly, commercially expected children, we saw a significant shift. All of our staff are bilingual, Spanish-speaking. The other common languages in our area. When the focus was put on sex trafficking and commercial sexual exploitation of children, we saw our numbers go to 70 percent of our clients who are domestic human trafficking surviving members. 30 percent of foreign-born Human trafficking survivors. It is important to have the correct partnerships and

correct training. Human trafficking is nuanced and working with domestic minor Human trafficking survivors is also very nuanced. Make sure you are aware, what is the trafficking you see most frequently in your state? What population does it affect? And have the training that is relevant and appropriate, to be able to support the population. I cannot stress enough how important training is. Identified the training and seeking the training. And the cooperation with other organizations as well.

>> I think you have gone through the case management strategies already.

>> Yes.

>> Needs and assessing collaboration, strategies and we have the webinar as well. I think we will go to the next section. We want to hear a little bit about participants and their experience in terms of collaboration. We want to hear if you are collaborating with others for things such as Human trafficking? We know that there are different experiences. Do you have problems and challenges? We know there are always challenges, when you are collaborating with others. And opportunities for learning how to better collaborate. That is one of the main questions that a lot of you had in terms of how to better collaborate with others. A lot of you are already collaborating. A large part has not. Hopefully, this is something you can think of to assess who you would like to collaborate with. Thank you. We also see a good amount of you are part of a formal collaborative. Now, we have safety planning. Perla, you already mentioned something related to this in terms of safety planning.

>> What I want to highlight, and thank you for the time to talk about safety planning. Based on what phase of case management or support the survivor is in. The other piece that is important is for advocates to find out in your state -- the majority of cases are at the state level. Find out if there is a caseworker privilege in your state. For example, in California, the caseworker privilege is outlined in the evidence code section 1038. It would be important for caseworker to figure out, if they are covered by any type of state caseworker privilege for Human trafficking workers. And to be very careful around the limitations of the confidentiality. The other piece that is really important, because we do have Human trafficking survivors where the traffickers are affiliated with organized crime. It is important to take the safety of the survivors, and also the caseworker safety. For example, if we have a case where the traffickers part of organized crime are someone potentially dangerous, instead of having our advocates transport the client to court for the court hearing, we will work with local law enforcement agencies and figure out a way to work together. To work with the deputies of the courthouse to make sure they are entering the courthouse either before or after the survivor. And that they are escorted out. So that the survivor does not have to see them. Personal cell phones are important. If the survivor believes they may be tracked, they need to replace their cell phone. The other piece that is important, and I think most domestic violence and sexual assault advocates are very aware of this. Avoiding personal rescue missions. We do have individuals that will try to approach potential human trafficking survivors and may put themselves at risk. It may also put the potential

survivor at risk as well. Collaborating with the relevant law enforcement agencies. It is important.

>> Now -- a lot of the information being shared is general and more in-depth training is needed. And more information. We are highlighting in terms of things to look into will go to the next thing. Number seven. A lot of this has been mentioned. We also have an outline of protocol of what to include in one of the handouts. Anything else you want to add to this?

>> The only piece I would say is that our coalition has a list of protocols we have developed both for the service providers, legal providers and then, for joint work. During another training, we can show those protocols.

>> One of the questions that is relevant in this area is in terms of safety and rescue. Some people want to help. How that can be dangerous and affect the safety of the survivor, especially.

>> Our protocol specifies when there is a Human trafficking survivor that has been identified by a community-based organization. What the steps are to support the survivor. Especially, if there is a need for law enforcement involvement. And what the approach would be if law-enforcement identifies a survivor. Yes, we definitely discourage ever having a caseworker or an advocates, or someone without law enforcement, be the person who rescues. We do not like the word rescue. The person that brings in a survivor from an unsafe location. Into a confidential shelter. Into a safe location. We work closely with law enforcement partners to try to minimize any danger to our advocates and the clients.

>> This is a link to that in terms of confidentiality.

>> For all of you doing this work around domestic violence and sexual assault, I think the important part is that you have those conversations with non-victim service provider organizations. In terms of limitations with confidentiality. Being upfront with your partners. With law enforcement, district attorney office, victim witness, medical providers, legal providers etc. Even if sharing a case, we cannot share any type of information unless we have a release from the client. That is something that the client will want us to do. The piece is important. All of the information shared will have a consent form signed by the survivor. Specifying the purpose of sharing information. And what information will be shared. I think that is all.

>> I think this next area, you have already highlighted a lot of this in terms of partnerships and the importance of creating partnerships and collaborations with others. Sec yes. I think fortunately, most states and regions have some type of human trafficking task force or collaborative. It is really important, if there is no one in your area, try to plug in to the existing task force or collaborative out there. Some people have rolled it into existing collaboratives. There are regions where the domestic violence

collaborative took on the human trafficking piece. Or sexual assault. It is a good way to use existing collaborations and partnerships to extend the work to human trafficking.

>> In terms of collaboration, it will share more in terms of resources and support available to support you, if you want to be part of or develop or enhance collaborations. In terms of the next slide, it includes who can be a part of the collaborative. We covered that earlier on. Talking about how faith-based organizations have a role to play. Social services, legal providers, mental health advocates etc. It is important to identify what are the primary needs of the survivors you are serving? And what existing organizations and partnerships can you leverage to provide the support?

>> We also have two other webinars that are recorded. One on building or enhancing collaborations that are community-based and faith-based organizations that are great. Also, another one on building collaborations with organizations to meet the needs of survivors with disabilities. Thank you for including a lot of information in the chat. I want to highlight that you will get a link with all of the resources that are in the link. That are listed in the files. Now, we want to hear from you about what strategies have been helpful to address human trafficking, either as an agency or in collaboration with community partners? If you want to share one strategy. Such as, this has worked. We were having this problem. You do not have to share the problem. What has been helpful? If you want to share one or two things. Becoming members of a task force or collaborative in your community. Doing community outreach and support. You partnered with another organization for domestic violence. Safety and well-being. Ensuring safety, great. There are a lot of shares. We cannot go throughout. This is also a peer learning opportunity. Please learn from others as well. We want to move forward with some gaps. We want to learn from you about some gaps? These are gaps that you see. That need work. You could work with others in cooperation because not one organization can serve survivors. Nor can they solve all gaps and challenges. We see a lot of people marked lack of housing. Emergency, long-term transitional. Perhaps Perla can highlight strategies that have worked in terms of addressing this issue. And lack of training as well. We can address this question later on. The mental health and addiction is an issue. Thank you so much. Language access. Cultural sensitivity. And now, in terms of gaps in your community and training. This is more on services as well. And challenges. This is the second question. Lack of knowledge. Needed training. Capacity within the organization. Coordination. Better coordination. And funding. The things we just covered our things that as a collaborative, you can look at the gaps and need to work together with others. Perla?

>> In terms of housing, I think it is a huge gap for most communities. We were able, in our community, work closely with the continuum of care. And ensure that like with domestic violence survivors, that Human trafficking survivors have access to rapid rehousing. Our continuum of care developed a questionnaire to screen out if there is domestic violence or sexual assault. The initial intent was to concentrate on domestic violence survivors a confidential support. We ensure they also included human

trafficking in the questionnaire. Working with the different housing programs. The continuum of care is really important. To ensure the existing housing options are also extended to human trafficking survivors. In addition to domestic violence. It has been helpful. Whenever we apply for grants now that have to do with housing, we ensure that we ride into the language, to house domestic violence, sexual assault and Human trafficking survivors. So we are not precluded from serving human trafficking survivors into the housing programs.

>> I hope this is being helpful. Now, we will briefly go over the support and resources that Futures Without Violence can provide. You have the opportunity to access the resource. We will share some of the team members as well that are a part of the project. This is an overview of the project. Geared toward supporting grantees as well as partners seeking to work collaboratively. And also identify best practices in preventing human trafficking. So that we can provide training, as well as webinars. Possible site visits as well. And also, we can do it over the phone and email. As well as on-site technical assistance. We will also have more webinars coming. One of them, an interactive webinar. One of the topics that would be helpful for those interested in the tool for screening. We can probably plan and training that can help us on how to use the tool. We will send you an invitation for that as well. We also -- in terms of resources, we have compiled a big list of resources and toolkits. And sample tools. That we are not sharing publicly, but we can share if you request a sample. Protocols. One of the goals for this program is to gather toolkits are put together a toolkit of sample model protocols. And also an exchange of best practices with other peers. We also want to do a guide for domestic violence and sexual assault programs to collaborate with healthcare providers to address human trafficking. It is in the works. As well as a resource on cooperating between employment opportunities for survivors. Also, we have a training that is being planned for the fall. If you are interested, I will send an invitation. If you are interested, please start putting together a team. This training is a 2.5 day training with participation in multidisciplinary teams. At least one person needs to be a grantee. And it can include legal service providers, law enforcement, domestic violence/sexual violence advocates, community-based organizations. The goal of the training is to assist to develop or enhance human trafficking cooperation. Identify strategies to assist survivors. And also, develop action plans to implement a collaborative response, such as trafficking. This is a great opportunity for building partnerships and also addressing gaps. We will probably have scholarships for law enforcement. That is a summary. In terms of other examples of TA that we have done, we have done some trainings. Regional trainings for statewide training on human trafficking in collaboration. Training for law enforcement and collaboration. As well as site visits. With trainings for domestic violence and sexual assault advocates on enhancing or support for survivors within a domestic violence and sexual assault organization. Perla, do you want to share some of the support that has been helpful for domestic violence/sexual assault organizations?

>> We had the opportunity to visit a program in Oklahoma was a domestic violence program. And recently extended services to human trafficking survivors as well. I had

the opportunity to meet with the staff. And have a conversation around a similar presentation, in terms of the intersections. To dispel myths. And try to mitigate some of the fears around extending their support to human trafficking survivors. I got to ask them what their biggest concerns were. What kind of support they felt they needed to feel confident in working with Human trafficking survivors. And then, I had the opportunity to work with leadership of the organization, to talk more practically around training needs. As well as opportunities for identifying potential funding options. And tracking data that would be helpful to them. When they are pursuing funding opportunities at the local level for human trafficking services.

To keep us going, we will move to the next slide. On who can benefit from support. Monica shared it briefly before. OVW grantees and partners seeking to collaborate. Domestic violence/sexual assault programs and coalitions. Human trafficking collaborative and task force members. Legal service providers, law enforcement, and health care providers. Worker rights, and other community-based organizations working with survivors. Next, we talk about the support team of futures without violence. And some of the faculty members. It also provides Monica's contact information. If you would like more resources, technical assistance or information in general, you can contact Monica at the email address provided below.

>> We want to highlight the great faculty including Perla and the others that are part of the team. They have a lot of experience working with law enforcement and collaborations. For next steps, we would like to encourage you to discuss questions with your organization. Also use the tools or handouts that were sent. Or that you will get for assessing your needs and what you think you can work on. Of course, we may all have a lot of needs. Prioritizing is important as well in terms of what you would like to work on first. In terms of addressing those needs in your community. Within your organization as well. Training needs and capacity building. And, in terms of other resources, this is a short list of resources. In the handout, there is a long list of resources by topic as well that we have compiled. If you have brochures or outreach resources you are using in your community that you can share, please send them to me. So that we can exchange and do not have to duplicate and can learn from others. That would be great. And then, in terms of handouts, these are the handouts that are listed. That you will get if you have not downloaded them before. And, in terms of questions, there were several questions. I am not sure which one we want to address. I think the main thing question I see that is relevant, is what does case management mean? If a survivor stops services at some point, can the survivor not return? I think that is related to the trauma informed services that we actually reviewed -- Perla?

>> With any kind of case management or advocacy support, our approach is the same with domestic violence, sexual assault or human trafficking. All services are voluntary. Survivors will see the services when they feel ready. If they need to take a break from services and reengage later on, we are always happy to see them re-engaging. We would never tell a survivor that they are no longer eligible for services. Unless there was

some type of drastic situation. Or somebody was potentially at risk. Understanding how trauma affects individuals and for safety and other reasons, they may not be in place to engage. We have many survivors, particularly with sexual exploitation of children or young adults that are not ready to engage in services. We plant the seed. Sometimes they come back months down the road. We have survivors that come back years down the road. We do not want to shut the door, it is always open for them. And they always feel that they can return and seek services.

>> One other question that came up from several people was in terms of housing or shelter for survivors of human trafficking within a domestic violence or sexual assault organization. If you split the clients within the space also, within support groups. What has been helpful? Also for foreign-born and domestic minors.

>> In terms of housing, we take the approach that support survivors where they are. If they are in a situation where perhaps they have access to housing and need financial support, we try to allow the individual to stay where they are. In terms of coming into the shelter, and our shelters -- a domestic violence shelter, we repurposed one of the rooms. We understand that human trafficking survivors, for the most part, are going to need a lot longer support. Then some domestic violence survivors, in terms of housing assistance. What we have done is repurposed a room. So we are not taking away capacity for the domestic violence survivors. We repurposed a room into a human trafficking survivor room. We have labor trafficking and sex trafficking. The majority of survivors are foreign-born labor trafficking survivors. We mix survivors that speak different languages. Just as we would with the rest of the house. Human trafficking survivors usually stay in a shelter for an average of eight months-over a year. It is not a promising practice. It is just a lack of options. I think because confidential shelters are so restricting, in terms of not having visitors, it is hard for survivors to move up the case management model. And be able to reintegrate into the community, when they have limitations. And every time a human trafficking survivor is in a shelter for a while, every couple of weeks, they are being re-triggered with survivors that come in right after crisis and trauma. It is not ideal. What worked for us was to have a separate room in a different part of the house to human trafficking survivors. Where they could stay for many months. And a support group. Our support group is called -- is focused on trauma. Related to gender-based violence. It is not really specific to domestic violence, sexual assault or human trafficking. It is around addressing trauma and the impact. Addressing gender-based violence and focusing on healthy coping mechanisms for survivors of different forms of trauma.

>> We are at the end of our time. I know you have done great work with survivors. Empowerment as support, and have a great group of survivors that you are supporting. and encouraging them to speak and share their experiences. That is another topic we could highlight next time. Thank you so much for participating. And for joining the webinar. Please remember to fill out the evaluation. It should pop up on your screen when you exit the meeting. Your feedback is very important to us. Through the

evaluation, you can also request additional resources. And send specific questions and also request a certificate of participation. If you have any questions or need information, please contact myself. 's email is on the screen. Thank you so much Perla for sharing your experience and great work. We look forward to working with you more on this. Thank you also to Alicia from the National Council for helping and hosting the webinar. Thank you again. Have a great day.