Promising Practices and Approaches for Human Trafficking Programs

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Common Challenges

Housing

Legal Services

Mental Health

Comprehensive Services
OVC HT TA Providers

- Housing: Freedom Network
- Legal Services: CAST TTA
- Mental Health: OVC TTAC Project TRUST
- Comprehensive Services: OVC TTAC ECM/Taskforces
VOCA Supports for Housing

- Transitional Housing
- Flexible Funding
- Costs of Relocation
- Training for Housing Partners
VOCA Supports for Legal Services

Vacate or expunge a conviction

Immigration Services

Identify theft, credit recovery, and bankruptcy as a result of victimization

Victims’ rights for survivors who are incarcerated

Family law information, including custody, child support, loss of custody of children as a result of victimization, and related services when the trafficker is a family member or spouse
Consistent Practices

Bonus: RFP Review and Monitoring

- Trauma Specific Implementation Factors
- Collaboration
- Action Research
- Capacity and Capability Building
Comprehensive knowledge and experience working with complex trauma.

- Training on trauma for all direct staff and those who supervise direct staff.
  - Training distinctions for developmental trauma, historical and generational trauma, and how to integrate those principles into trauma-informed organizations and leadership.

- Development of trauma-informed programs and supervision of direct staff and volunteers.
  - Mindfulness of building resiliency, consistent staff training on protective factors, boundaries, roles and expectations, and vicarious trauma.
  - Promote and model self-care.

- Train partners, and stakeholders.
Collaboration & Communities of Practice

- Collaborative efforts should be made across disciplines in and out of formal multidisciplinary teams.
- Outline referral protocols and build sustainable relationships with partner organizations.
- Schedule regular time to connect on shared community efforts and programs.
- Communities of Practice
  - Peer-to-peer connection within the local community, but also similar programs across the state and or country.
    - Decreases isolation felt in specialized HT programs particularly.
    - Builds the capability and capacity of others in the field.
    - Provides a space for resource sharing and brainstorming.
Research, Data and Evaluation

- **Action Research (AR)**
  - Provide training on AR, how to implement it into programming, and the importance of program evaluation.

- **Use internal, regional, and national data to understand current trends in HT victim service delivery.**
  - Assists in building internal and external program expertise and accessibility of services for all victims of trafficking.

- **Using evidence-based treatment modalities, screening tools, and assessments.**
  - Training on how to integrate and use tools, approaches, and modalities, and how the modality is meeting a client-driven goal.

- **Ensure victim and survivor input.**
  - Use input from current clients and survivor leaders.
  - Develop and share best practices for assessing survivor engagement.
Building Capacity/Capability

• **Intention to sustainability of programs**
  • Fiscal planning and operationalizing, board development, succession planning, etc.

• **Build capabilities of staff, volunteers, community partners, and stakeholders**
  • Established minimal standards of service delivery, training and technical assistance, deliverables, and program outcomes.
  • Foundational training on victim service response through OVC training programs, including VAT *Online* and the Effective Management series.
• Initial program training includes 40+ hours of webinar training.
  • Includes topics of trauma-informed care, trauma bonding, impacts of different forms of victimization (e.g. child abuse, domestic violence, human trafficking, robbery, etc.), cultural competencies for marginalized identities, and self-care.

• Training in the Community Resiliency Model and/or Trauma Resiliency Model (Trauma Resource Institute)
  • Utilized for psychoeducation about trauma and nervous systems as well as wellness skills for staff and clients.
  • Decreases risk of vicarious trauma for provider.

• Additional training for on-call staff
  • Includes additional instruction in crisis intervention, safety planning, and vicarious trauma prevention.

• On-going training available to staff
  • Monthly “brown bag” lunches
  • Annual training stipend for employees
  • Augmented training as available and desired
• REACH Coalition
  • Bimonthly trainings and case consultation meetings
    • Includes time for trauma-informed debriefs and consultations.
    • Trainings typically focus on a specific tenant of trauma-informed care and exploring practical ways coalition members can apply to their daily work.
• Community Resiliency Model
  • Offered annually at no cost to coalition members.
  • Additional (customizable) training and technical assistance available at request.
• Community Partners
  • Offering trainings on trauma-informed care to partners in a variety of service provision sectors (e.g. legal, medical, mental health, law enforcement).
  • Offering training on the Community Resiliency Model.
  • All trainings explore the impact of trauma on individuals, regardless of training topic, to address the pervasive nature of trauma.
Clinicians utilize the Community Resiliency Model
- Increases client understanding of natural body responses to trauma.
- Normalizes impact of trauma of individual functioning.
- Teaches client wellness skills to regulate nervous system functioning.
- Empowers client to proactively address dysregulation.

Clinicians utilize psychoeducation throughout emergency response, shelter, transitional housing, case management, and therapy to increase client understanding of impact of trauma on functioning, relationships, boundaries, and self-worth.
REACH Coalition
- Founded and funded through CALOES since Spring 2016.
- 7 victim service agencies and San Diego Human Trafficking Taskforce.
- Goal of addressing gaps in services and funding as well as creating collaboration across sectors.

Trainings
- Collaboration with community partners when possible, especially when training on marginalized subpopulations.
- Increase capacities of partners through training for specialized populations of men, boys, and LGBTQ.

Creating ongoing partnerships when need is identified
- Las Colinas Women’s Detention Facility
- LGBTQ Survivor Taskforce – Partnership with San Diego Pride and other affiliates
- North County LGBTQ Resource Center
- HOPE Project
- Tribal Liaisons
- Hospital Soft Room Project
Assessment

• Treatment Modalities
  • Assessment through client progress (e.g. matrices, progress towards case management and therapy goals, symptom progression).
  • Designing efficacy studies with objective parties.
  • Incorporating ongoing research into policies, interventions, and modalities.

• Survivor Experience
  • Soliciting feedback from clients (e.g. weekly therapy sessions, quarterly anonymous client surveys, informal environments).
  • Incorporating Anti-trafficking Advocate, San Diego Survivor Leader Network, and other subject matter experiences into policies and practice.

• Action Research
  • Gathering vital information from lived experience experts around subpopulations of Men, Boys, and LGBTQ to create unique outreach, engagement, and interventions.
• Creating sustainability
  • Leadership support is key!
  • Supporting staff is more than an “open door” policy!
    • Pay equity
    • Employee support for debriefing events, Employee Assistance Programs, mental health benefits/days off, etc.
  • Ongoing training
  • Soliciting anonymous feedback and/or 360 evaluations

• Building community capacity
  • The HT “hot potato” training approach.
  • Creating in house “HT Champions” to assist with consultation and triage.
  • Exploring how programs currently operate to expand services to HT or other subpopulations of Men, Boys, and LGBTQ.
Thank You & Stay Connected!

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