

Promising Practices and Approaches for Human Trafficking Programs

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Common Challenges



Housing



Legal Services



Mental Health



Comprehensive Services

OVC HTTA Providers



Housing

Freedom Network



Legal Services

CASTTTA



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

Trauma

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.

Trauma Training

With Staff

- 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

Trauma Training

With Partners

- 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.

Trauma Training

With Clients

- 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.

Collaboration/Communities of Practice

- 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.

Building Capacity and Capability

- 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.



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Thank You & Stay Connected!

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OVC TTAC

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Training & Technical Assistance Center