Strong Survivor Staff, Strong Services

HIRING HUMAN TRAFFICKING SURVIVOR STAFF IN RAPE CRISIS CENTERS AND OTHER AGENCIES
Introduction

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Agenda

- Where we are
- Strong Survivor Staff
- Strong Services
Terms and Assumptions

Survivors of Human Trafficking
Survivor Advocate
“Out” Survivor Advocate
Survivor Leadership
CSEC is Commercially Sexually Exploited Child

Terms to be Cautious About
- “P-word”
- Survivor Informed

Assumptions
- Same Standards
- Don’t ask if they are a survivor
- Staff are paid
Where We Are

Strong Survivor Staff

Strong Services
Exercise

Who we are being and the results we deliver are foundational and always present. We need both - an orientation toward results as well as the inner knowing and confidence in what we stand for - to manifest our greatness, and to challenge the false dichotomy between being and doing.

- Radical Transformational Leadership: Strategic Action for Change Agents by Monica Sharma (2017)
MCRCC’s Organizational Values

Respect
Integrity
Humility
Fearlessness
Passion
Connectedness
Transparency/Accountability
Health/wellbeing
Perseverance
The Barriers as Seen by Survivors

Fourteen human trafficking survivors responded to barriers they see to accessing services:

- 65% said no services were not available to them as human trafficking survivors
- 57% said organizations didn’t understand human trafficking
- 43% said organizations didn’t understand complex trauma
- 29% said only short term therapy was available, which wasn’t adequate
- 14% said no services were available in their geography
- 14% said no one returned their call
- 7% said no one spoke their language
- 7% said they were exploited by the agency for fundraising
Barriers as described by survivors

Labor trafficking survivors aren’t even seen as survivors.
As a Native American survivor, I feel invisible.
I had to teach the therapist what trafficking is.
I was isolated because of my gender identity and sexual orientation.
They told me what I experienced wasn’t trafficking.
They wouldn't work with me because my trauma was too severe.
Getting a circular referral phone list and no help.
They told me, “This stuff only happens in Thailand.”
I so don’t even know where to start.
I ended up creating my own healing modalities. And weirdly that, years later, lead me to what I do now. I planted the seeds for myself (and for some training too)...which grew into seeds for others. I found my own way.

But it would have been great for them to have had staff that understood what had occurred in my life. Or at the very least have the language to pass onto me.

So I could begin to understand it all.
Why hire survivor advocates?

Results based on research done by the California CSEC Action Team Advisory Board Survivor Economic Empowerment Work Group

Addressing Barriers to Hiring & Maintaining Survivors on Staff

Work Group Members:
- Oree Freeman
- Annika Mack
- Deborah Pembrook
- Chelsey Rouse
California CSEC Action Team Advisory Board
Who Answered The Survey

• 52 individuals from a variety of agencies and organizations.
  • 40% from child welfare agencies.
  • 23% from rape crisis or domestic violence shelters.
  • 8% represented mental health services providers, homeless youth shelters, placement providers, and drop in centers.
  • Respondents serve youth in over 28 Counties in California
92% of surveyed respondents want to hire survivors, but only 27% of our respondents currently have survivors on staff.
Confusion on Term Survivor Informed

There is a lot of confusion around the terms “survivor-led” and “survivor-informed”.

65% of respondents considered their organizations survivor informed or led, but...

...only 27% had survivors on staff, and 39% had previously hired survivors.
The Barriers as Seen from Agencies

Major barriers identified by agencies:

1. Insufficient hiring pool (45%)
2. Survivors lacking the training, education, and/or licensing for available positions (43%)
3. Lack of funds to hire (35%)
4. Background checks and licensing concerns (35%).

Major barriers shared with us by other survivors leaders:
Words used to describe barriers

- education
- concerns
- survivors
- lack
- available
- positions
- funds
- pay
- pool
- hired
- well
- wanted
- re-traumatized
- disclose
- interest
- conflict
- necessarily
- arrived
- potential
- classification
- pay
- self-identify
- difficult
- right
- candidates
- employee
- exploited
- hiring
- screen
- background
- training
- force
- welfare
- recruitment
- barriers
- screening
Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others
by Laura Van Dernoot Lipsky, Connie Burk
## Some Signs of Vicarious Trauma

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Description</th>
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<tbody>
<tr>
<td>Diminished Creativity</td>
<td><em>I can’t seem to come up with even a single possible solution to this problem.</em></td>
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<tr>
<td>Inability To Embrace Complexity</td>
<td><em>There is good and bad, right and wrong.</em></td>
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<td>Inability to Listen/Deliberate Avoidance</td>
<td><em>The best part of my day is when I don’t have to do my job.</em></td>
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<tr>
<td>Fear</td>
<td><em>I always feel like I’m waiting for the other shoe to drop.</em></td>
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<tr>
<td>Anger and Criticism</td>
<td><em>I may be a little more jaded than I used to be.</em></td>
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<tr>
<td>Inability to Empathize/Numbness</td>
<td><em>Feelings? What feelings?</em></td>
</tr>
<tr>
<td>Grandiosity: Inflated sense of importance related to one’s work</td>
<td><em>If I wasn’t here it wouldn’t get done</em></td>
</tr>
</tbody>
</table>

*“Heal the Healers” by the Joyful Heart Foundation*
Exercise

If you ARE NOT interested in hiring more survivors: please share your primary reason.

Too much trauma - I would need to have a much higher ratio of clinicians on staff to help manage the triggered trauma of our survivors working with our youth. While we are VERY Pro-survivor - and greatly value their voice and experience, they can be very challenging to manage and their lived experiences make it very challenging to run a "business". As a trauma Informed agency, I have to respect and honor their triggered trauma, but I also have services I must provide to the youth and was sometimes unable to due to triggered trauma. This is even after someone has been "out" 10+ years."
Insufficient Hiring Pool

Reflect about who you are really looking for
- Who is already there?
- Getting the right people in the right job
- “Degrees are no guarantee of skill...” (The Charismatic Organization 2009, 125)

Outreach and community engagement generally
- Collaboration with anti-trafficking organizations
- Submit job descriptions to survivor networks
- Start with the first circle of acquaintances and as for referrals and move from there!
Lacking the training and education

Hire the heart, train the brain
- Get to know strengths and challenges

Not about reducing standards
- Help people grow into their jobs
- Have a professional growth budget when you can

Value lived experience
- And interests!
Lack of funds to hire

“Successful innovation requires intention.”

The Charismatic Organization – 8 Ways to Grow a Nonprofit
Background checks and licensing

According to a 2016 study by the National Survivor Network, in a survey of 130 human trafficking survivors, 90.8% reported being arrested.

Over half believed that 100% of their arrests were caused by their trafficking experience.

1. Work within state laws and requirements
2. Understand your state laws around expungement and vacature
3. Work for change to these laws
Survivor Leadership Spectrum

Organizing and Governing
Survivor-Initiated Leadership
Survivor-Initiated Partnership
Ally-Initiated, Shared Decision-Making
Informed Dialogue
Assigned but Informed
Tokenism
Decoration

- Adapted from the Youth Engagement Ladder and J. Nowicki and R. Hart
Strong Services

- Where We Are
- Strong Survivor Staff
- Strong Services
From Core Value to Practice

- Respect
- Integrity
- Humility
- Reduce Stigma
- Integration
- Don’t Reinvent
From Core Value to Practice

Fearlessness  Accuracy
Accuracy in Action

MUSH
- Myths and Misconceptions
- Unbalanced Portrayals (video)
- Sensationalism
- Harm

Create
- Survivor Leadership – Move up the Spectrum
- Empowerment
- Accuracy

Avoid MUSH. Create SEA Change
From Core Value to Practice

Health and Wellbeing

Healing Informed Care
Trauma vs. Healing Informed Care

**TRAUMA INFORMED CARE**

- What’s Wrong with You?
- What Happened to You?

**HEALING INFORMED CARE**

- What Happened to You?
- What’s Right with You?
Practices Grounded in Values and Survivor Leadership

- Reduce Stigma
- Integration into all Services
- Accuracy
- Don’t Reinvent the Wheel
- Healing Informed Care
Exercise

Small group exercise

What will you take back to your organization?
Thank you

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