

Strong Survivor Staff, Strong Services

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



Introduction



Deborah Pembrook

Human Trafficking Outreach Manager
Monterey County Rape Crisis Center

Member
CSEC Action Team Advisory Board
she/her



Lauren DaSilva

Deputy Director
Monterey County Rape Crisis Center
she/her



Josie Feemster

Human Trafficking Case Manager
Weave, Inc.

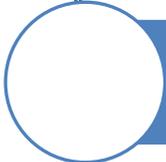
Member
CSEC Action Team Advisory Board
she/her



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

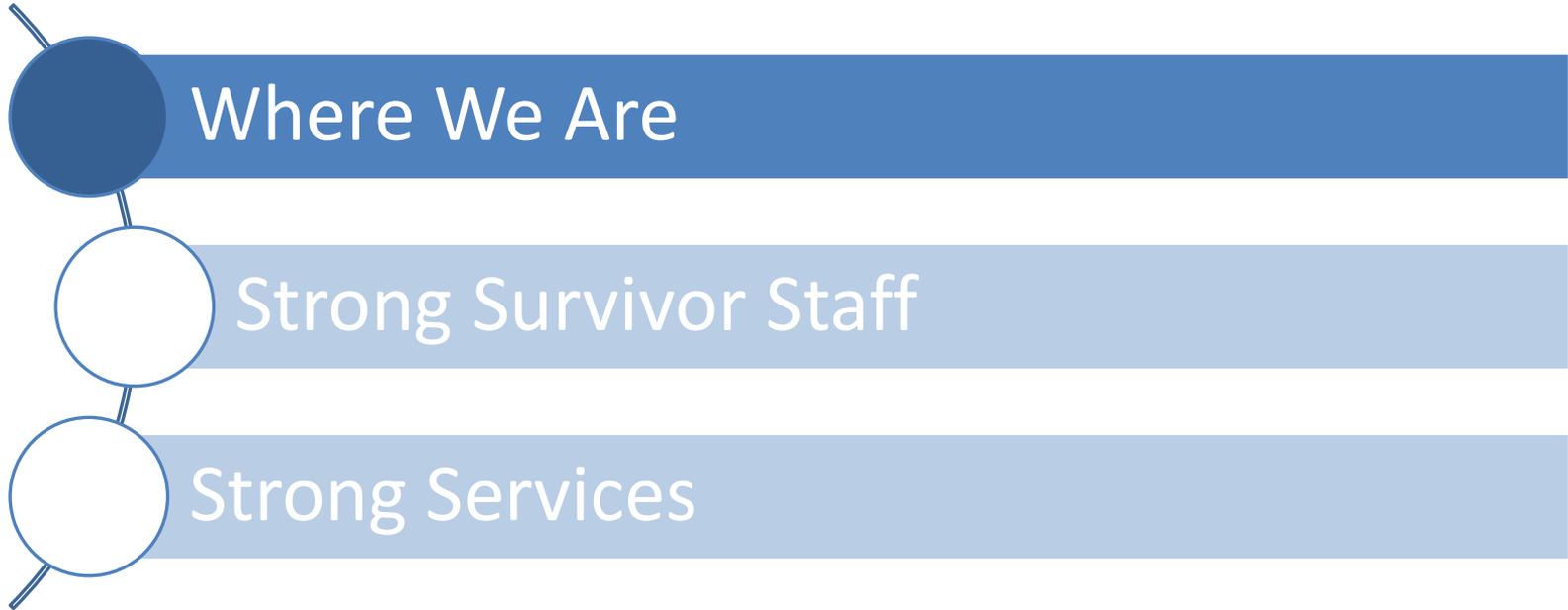
- “P-word”
- Survivor Informed

Assumptions

- Same Standards
- Don’t ask if they are a survivor
- Staff are paid



Where We Are



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.



Quote from an Anonymous Survivor

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

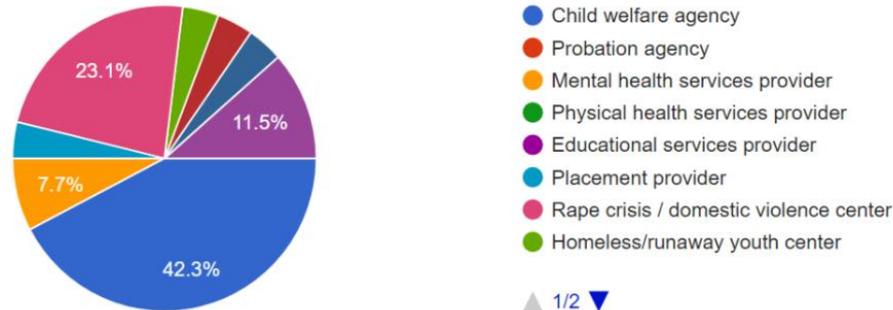


California CSEC Action Team Advisory Board



Who Answered The Survey

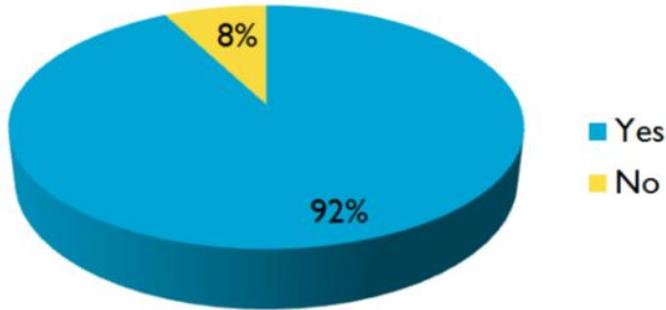
- 52 individuals from a variety of agencies and organizations.
 - 40% from child welfare agencies.
 - 23% from rape crisis or domestic violence shelters.
 - 8% represented mental health services providers, homeless youth shelters, placement providers, and drop in centers.
 - Respondents serve youth in over 28 Counties in California



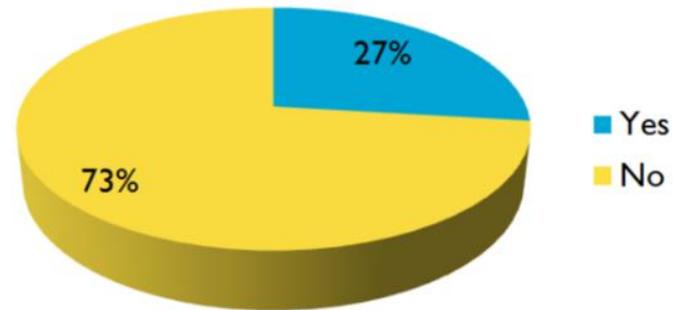
Gap in need for survivor staff

92% of surveyed respondents want to hire survivors, but only 27% of our respondents currently have survivors on staff.

Organizations that have the desire to hire survivors

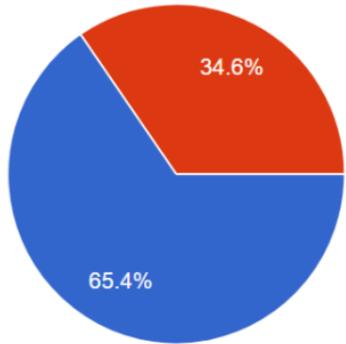


Organizations that actually has survivors on staff

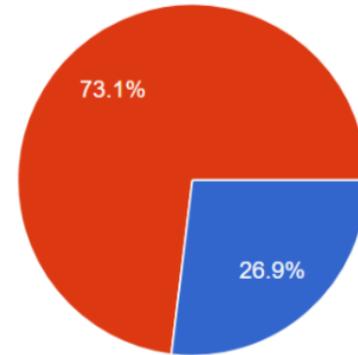


Confusion on Term Survivor Informed

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%).

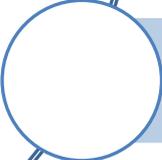
Major barriers shared with us by other survivors leaders:



Strong Survivor Staff

 Where We Are

 **Strong Survivor Staff**

 Strong Services



© Original Artist

Reproduction rights obtainable from
www.CartoonStock.com



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

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

"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

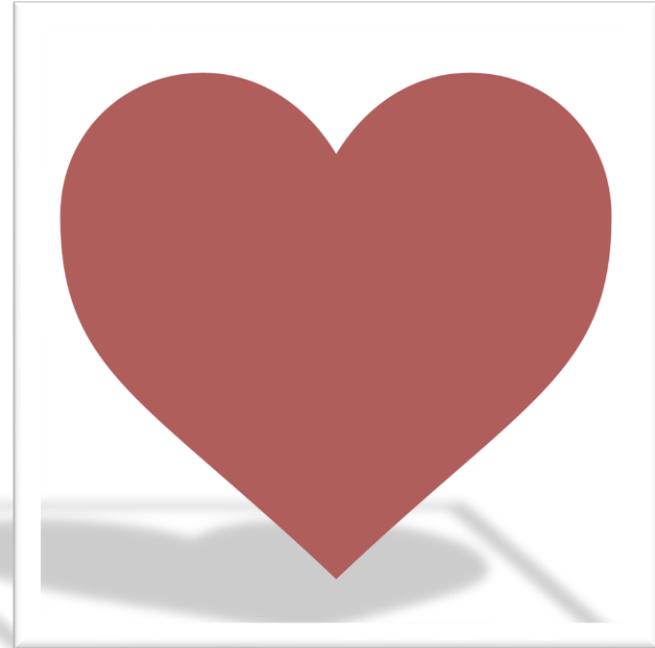
- Get to know strengths and challenges

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

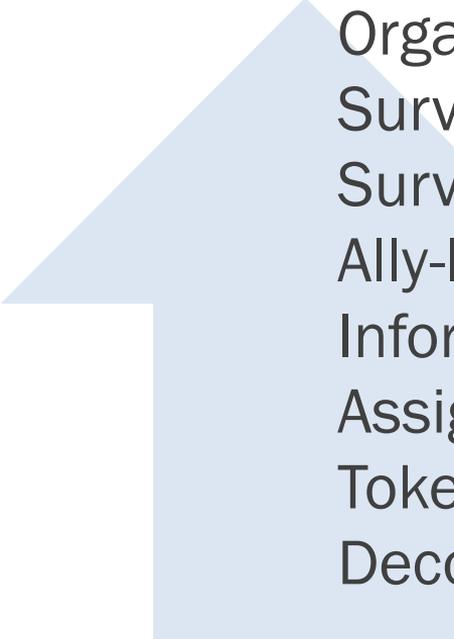
According to a 2016 study by the National Survivor Network, in a survey of 130 human trafficking survivors, 90.8% reported being arrested.

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

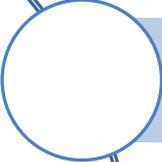


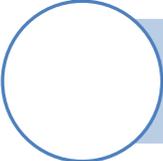
Organizing and Governing
Survivor-Initiated Leadership
Survivor-Initiated Partnership
Ally-Initiated, Shared Decision-Making
Informed Dialogue
Assigned but Informed
Tokenism
Decoration

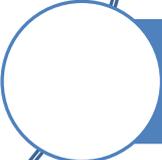
- Adapted from the Youth Engagement Ladder
and J. Nowicki and R. Hart



Strong Services

 Where We Are

 Strong Survivor Staff

 Strong Services



From Core Value to Practice



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

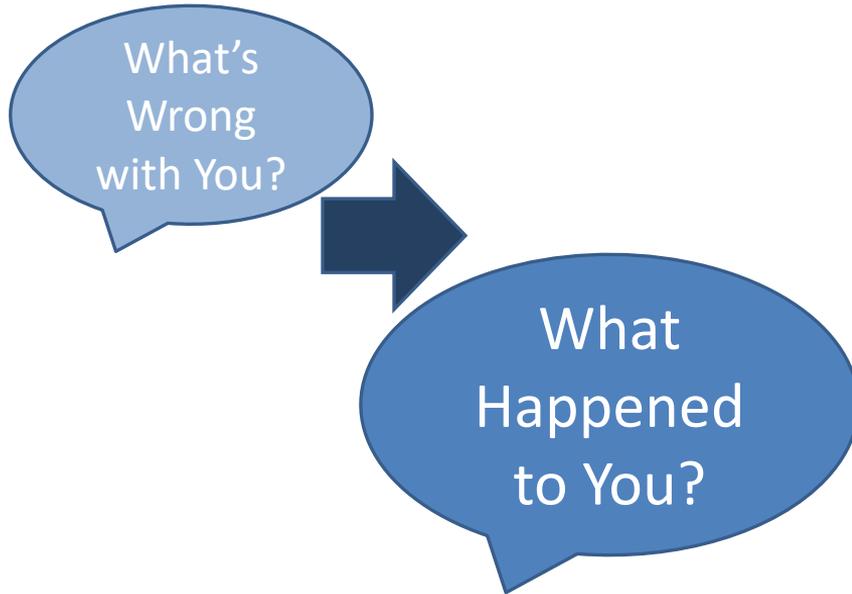


From Core Value to Practice

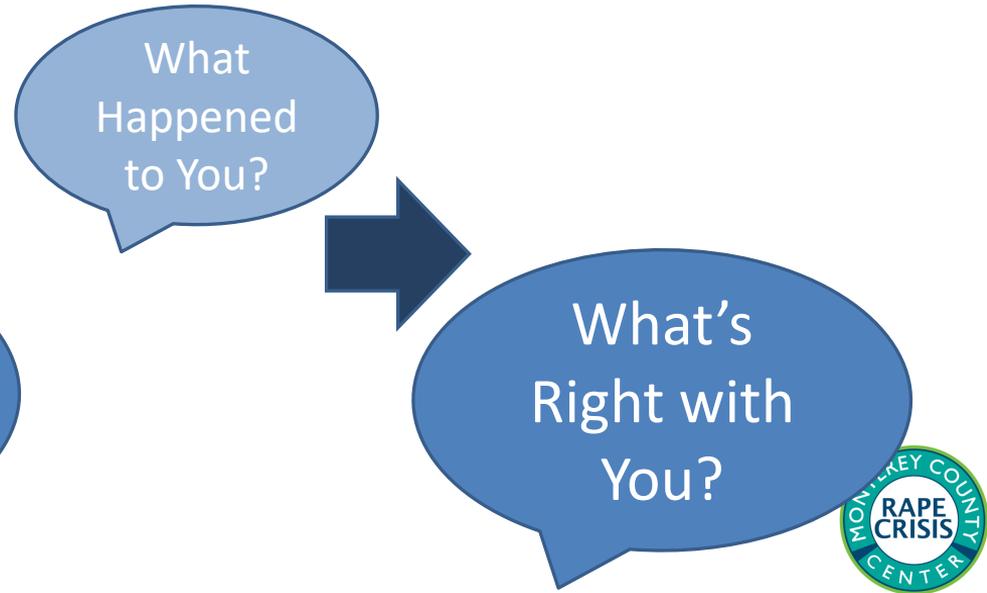


Trauma vs. Healing Informed Care

TRAUMA INFORMED CARE



HEALING INFORMED CARE



Practices Grounded in Values and Survivor Leadership



Exercise

Small group exercise

What will you take back to
your organization?



