Survivor Informed Programming

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The material presented during today’s webinar session will be available on the Human Trafficking Learning Community.

*The session will be recorded and will begin shortly.*

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Survivor Informed Programming

Aubrey Lloyd MSW, LCSW
Objectives

• Have the ability to implement policies and procedures that are survivor informed

• Utilize survivor-leader expertise in all aspects of programming from intake and case management to emergency assistance and long-term recovery
We are more...

• Survivors can provide more than a snapshot into the realities of being trafficked

• Not all survivors are ready to be an active voice in this movement

• Not all survivors want to be a part of this movement

• You have a responsibility to not re-exploit regardless of intentions
Basic practices and procedures

• Survivor-leaders should have an active influence in all areas of programming
  • Not just for fundraising
  • No token survivors
  • Do not have to be a “seen” part of the agency
    • Welcome letters
    • Pen Pals/Mentors
    • Survivor audits of intake forms, practices, services needed
Basic Policies and Procedures

Training—EVERYONE involved in services should be trained extensively on the multi-dimensional aspects of human trafficking and the specific exploitation you are addressing

• Training suggestions
  • Trafficking and exploitation specific to area and service
  • Trauma Informed Care
    • Relationship Based
    • Emotional Regulation
    • Boundaries
    • Triggers and how to walk alongside
Training Components Continued

• Training from survivors beyond documentaries and books
  • Avoid sensationalism
  • Avoid false knowledge
    • Positive and agreed upon language and images
    • Prostitute and shackles

• Addiction (sex, love, drugs, alcohol) *sex trafficking specific
• Domestic Violence and Sexual Assault
• Child Abuse and Neglect
Training Continued

Potential Roadblocks

• How to reconcile shame and guilt while building trust
• Building healthy relationships with persons of authority, others, self
• Safety (emergency/long term, preventing recruiting)
• Education
• Employment
• Health
• Criminal History
• Long term living
• Continued counseling for self and support system
• Navigating systems and understanding personal rights
Practices and Procedures

Intakes

• Consider a layered intake
  • How much info do I need now, 2 weeks, 30 days
  • Allow for more narrative versus form directive

• Relationship first
• Confidential and Privileged
Agency/Policy and Procedure Audit

• If you were in a sensitive place in your life what would you need to feel supported?
• If you were uncomfortable or scared to use your voice what would you need to feel heard?
• How do you entertain guests at your home?
Audit Continued

• Do you use culturally specific food and/or services during intake and or case management?
• Language services readily available?
• Are direct services done in a confidential, welcoming environment?
• Walk through your agency….Do you have incongruences?
  • We are here for you but…
  • We understand but…
  • There’s a lot of resources for you but…
Volunteers

• Volunteer directors/coordinators, supervisors have a vital role
  • Must be trained and have experience
  • Specific and organized policies and procedures around application process, job descriptions, background checks, training, client interaction, community interaction
  • Procedures around vetting a volunteer
  • Procedures around retention and preventing burnout/compassion fatigue
Agency Staff

- SELF CARE
- Organized Agency
  - Professional Standards (HR, policy handbook, job descriptions, continuing education, contingency plans)
  - Financial planning (budgets, fundraising department, accounting)
- Support and communication with/for all staff
- Knowledge and experience
  - A good intention doesn’t trump knowledge and experience
  - Be wary of all knowing professionals
Community Partners

- Collaboration should not mean competition
  - Allows for diversification of funding
  - No one can do it all
  - Introduces other allies to survivors
  - Allows for you to become an expert in your choice of assistance
  - Reduces duplication of services and survivor confusion
  - Creates a more holistic approach with deeper intentions
Services

Are you providing what is really needed and or wanted?

- Babysitting
- Transportation
- Getting I.D.’s
- Clearing criminal backgrounds
- Regaining custody/child relationships
- How to share their story
- Healthy relationships (dating, marriage, parenting)
- Health-Long term
- Family reunification
- Ability to have fun and dream
Long Term Provisions

• Relapse prevention
  • Opportunities to fail…power of grace
  • New life walk through
    • Going beyond survival
  • Legal resources
  • Mentoring and ongoing support
    • Life building versus Life lines
Long Term Provisions

• Continuum of counseling for self and others
• Employment
  • Internships
  • Professional readiness programs
• Opportunities to give back
  • Volunteering
  • Dream experiences
  • Building a broader healthy support system
Evaluation

• Formal
  • Don’t depend on just completion rates
  • Create space and opportunities to change
  • Surveys of service (confidential/survey monkey)
  • Staff/BOD/Advisory Council
  • Survivor advised/drafted survivor policies, procedures and training
  • Survivor* audits of programming and staff (secret shopper)
    *Domestic violence, trafficking, assault etc.
Evaluation

• Informal
  • Drop boxes (I Wish Bowl)
  • Follow up phone calls
  • Open comments sections on social media and/or website
  • Relationships (Game night/Family dinner)
  • All staff and volunteers always listening
Questions