national latin@ network
casa de esperanza

A Scan of the Field:

Learning About Serving Survivors of Human Trafficking

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This report was created to increase understanding about how human trafficking survivors receive services from domestic and sexual violence organizations.

Introduction

Policy makers, researchers, funders and social service organizations across many sectors have given increasing attention to the issue of human trafficking. Many organizations that work at the intersections of human trafficking and other forms of violence such as domestic violence and sexual assault have worked to combat the issue of human trafficking for decades. However, little information is available about the kinds of services offered at the intersections of domestic and sexual violence and human trafficking.

The National Latin@ Network for Healthy Families and Communities (NLN) conducted the study, *A Scan of the Field: Learning About Serving Survivors of Human Trafficking,* to fill the gap in understanding service provision at the intersections of human trafficking and domestic and sexual violence. Researchers collected information for this study through a web-based survey and case studies with five selected organizations.

This report accomplishes two goals. First, it documents the study's findings in an effort to increase understanding about how human trafficking survivors receive services from domestic and sexual violence organizations. Second, it documents lessons learned for organizations that are looking to expand into this area of service. *Data from this study is used to answer the following questions:*

- **How are domestic and sexual violence organizations serving survivors of human trafficking?**
- **What are the unique needs and strengths of survivors of human trafficking?**
- **What are opportunities and barriers to providing services for survivors of human trafficking?**
- **What are "lessons learned" from organizations who serve survivors of human trafficking?**

Methodology

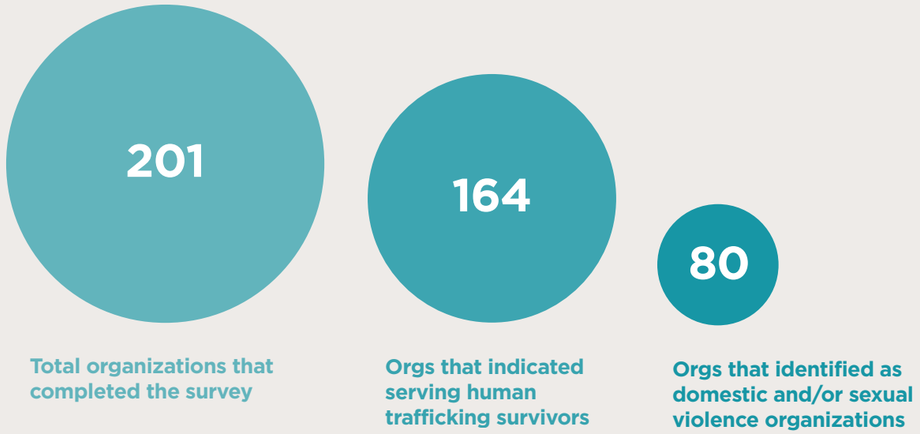
SURVEY

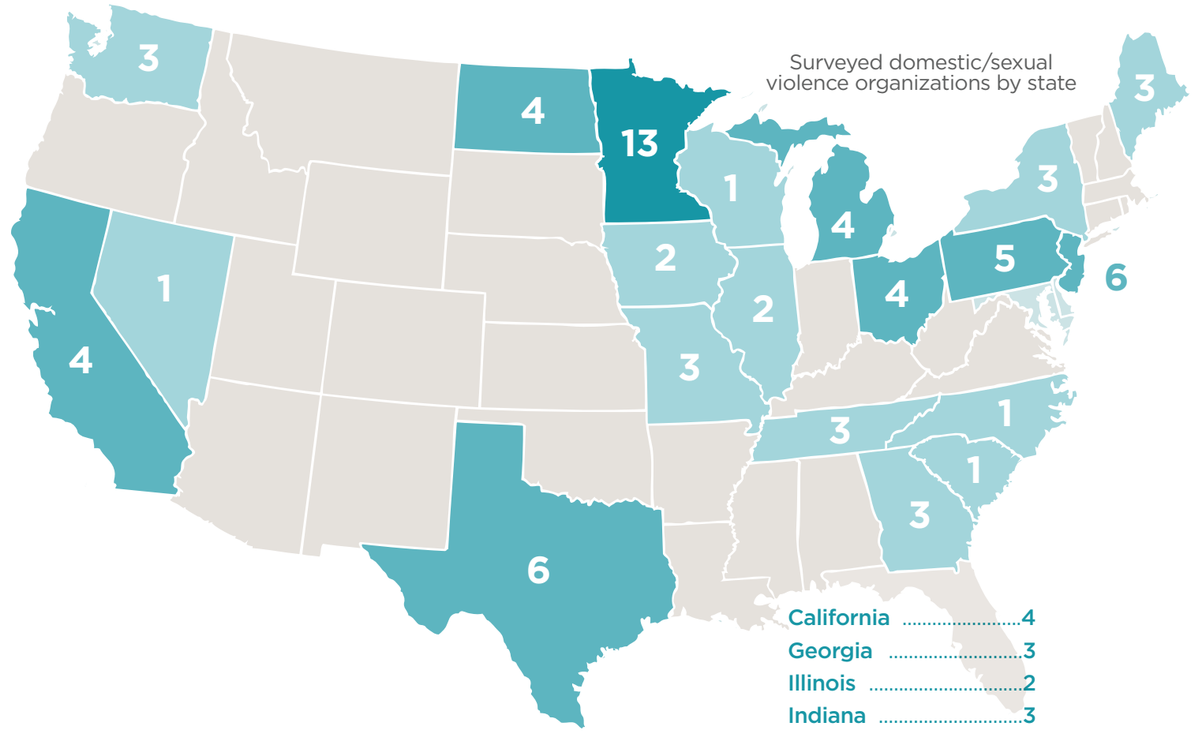
Researchers used existing literature (academic and non-academic) and consulted with human trafficking researchers and social service providers to create the survey instrument. The survey was made available through an online platform to domestic/sexual violence organizations identified through NLN networks and those of other national resource centers (e.g., National Resource Center for Domestic Violence, Asian Pacific Institute on Gender Based Violence, etc.).

Results

SAMPLE DEMOGRAPHICS

A total of 201 organizations across the United States completed the survey.
Of those respondents, 88.3%, or 164, indicated that they served human trafficking (HT) survivors. Of those that serve HT survivors, 80 identified as domestic violence and/or sexual violence organizations (e.g., sexual violence, domestic violence or both). Domestic/sexual violence organizations with any experience in trafficking work were included in the following analysis.



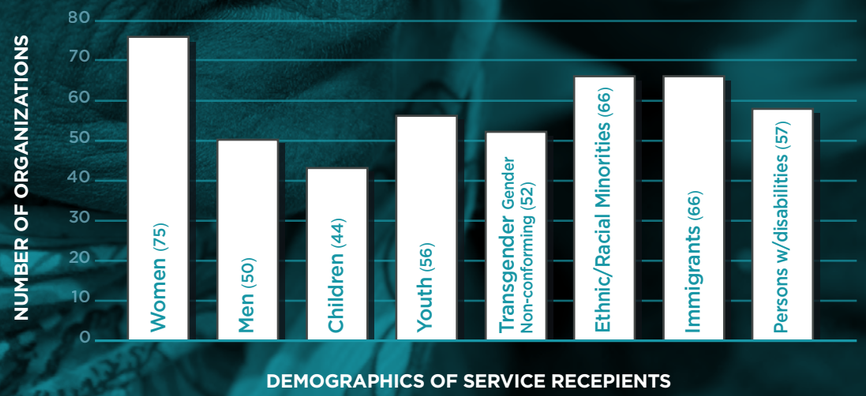


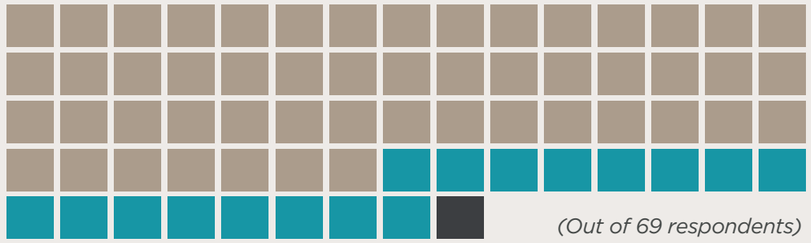
SURVEY

The organizations that participated represent 23 states across the country.

Who is being served?

Organizations reported using several techniques at intake and throughout service provision to identify trafficking. For example, organizations used formal measures (e.g., sexual exploitation risk assessment), structured interviewing protocols, trained staff to recognize signs of trafficking, and explored the issue informally. Through these methods, organizations identified trafficking in various forms and across various age groups. This section offers a simple snap shot of who is receiving services.





(Out of 69 respondents)

52 domestic/sexual violence organizations served **trafficking survivors who were mostly or only sex trafficking survivors**

16 domestic/sexual violence organizations served **labor and sex trafficking survivors equally**

1 domestic/sexual violence organization served **trafficking survivors who were only labor trafficking survivors**

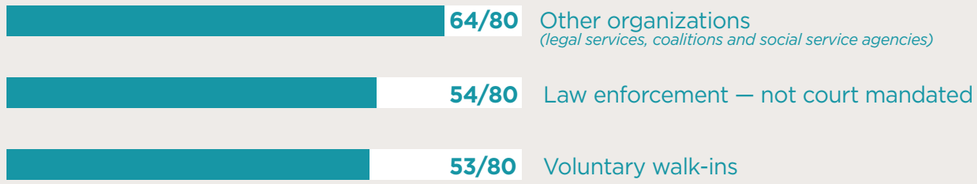
63 domestic/sexual violence organizations served **domestic survivors**

54 domestic/sexual violence organizations served **international survivors**

(Out of 80 respondents)

How are trafficking survivors referred to your organization?

Organizations identified a number of places from where they receive referrals. The top 3 places include:



64/80 Other organizations
(legal services, coalitions and social service agencies)

54/80 Law enforcement — not court mandated

53/80 Voluntary walk-ins

How are domestic and sexual violence organizations serving survivors of human trafficking?

Organizations reported a variety of services and initiatives available to human trafficking survivors both on-site and through off-site collaborations (e.g. formal agreements with other organizations). These included survivor services, advocacy efforts, community outreach activities, and prevention initiatives.

Among the wide variety of survivor services offered on-site the top 5 most frequently available services included: **case management, counseling and support groups, crisis hotlines, transportation, and child/youth services.**

Below are the results from the full list of services included in the survey.

SERVICES AVAILABLE	ONSITE	OFFSITE
Case management	72	8
Counseling and support groups		
Crisis counseling	68	17
Support groups for survivors	61	14
Counseling	54	30
Crisis hotline		
24-hour crisis line	66	9
Helpline/Info-line (not 24-hour)	44	10
Transportation	50	16
Child/Youth services		
Children's support services	50	18
Parenting classes	34	23
Teen programs	22	17
Childcare	16	16
Housing-related services		
Emergency shelter	49	23
Safe homes, hotel vouchers, etc.	39	20
Transitional housing	33	23
Long-term housing	11	22
Inerpretation/translation	49	37
Community engagement	42	17
Financial skills/budgeting	40	27
Social connections and support	36	24
Job training/help finding a job	28	32
Cultural connections & healing	24	33
Leadership training	16	15
Community resources centers	14	38
Health care	10	36
Substance abuse counseling	8	50
Education support	6	44

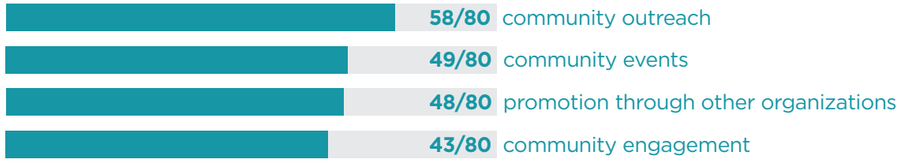
In addition to direct on-site and off-site survivors' services, responding organizations identified multiple types of systems services and legal resources available for trafficking survivors. Organizations frequently provide individual advocacy to survivors to facilitate access to these services and resources.

The top five cited advocacy efforts provided to survivors of human trafficking included: **protective or restraining orders, court-related support, school advocacy, housing/landlord advocacy, and benefits for immigrants.**

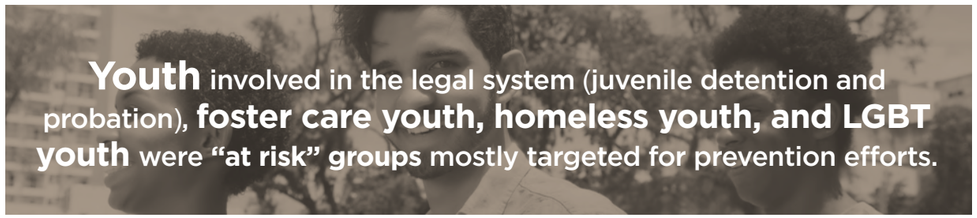
A full list of advocacy services provided by survey respondents is shown below.

ADVOCACY EFFORTS PROVIDED TO TRAFFICKING SURVIVORS			
Protective or restraining order	71	Placement/care for animals	30
Court-related support	68	Adult protective services	29
School advocacy	48	Divorce	29
Housing/landlord advocacy	44	Disability advocacy	29
Benefits for immigrants	42	Economic advocacy, e.g. credit	27
Welfare/government benefits	42	Gender identity advocacy	26
Child welfare/protection	40	Sexual identity advocacy	26
Arrest-related support	38	Other immigration advocacy	16
Custody & visitation	36	Other criminal legal matters	15

In addition to survivor services and advocacy efforts, organizations engaged in the following outreach activities related to human trafficking:



One third of organizations (25 out of 80) were engaged in programs or services to prevent trafficking. Prevention activities primarily involved educating and increasing awareness of human trafficking for youth through presentations in schools and the broader community.



What are the unique needs and strengths of survivors of human trafficking?

Organizations identified that survivors most frequently sought services around housing or emergency shelter, legal assistance (including support with immigration-related matters), counseling or crisis management, and emotional support. Organizations reported not having the resources or funding to provide housing, emergency shelter, and relocation services.

When asked to identify the most important needs for survivors, first and foremost, organizations identified that survivors needed safety in the form of housing or emergency shelter, followed by the need for health care, including mental health counseling, medical care, trauma-informed care and substance use treatment. Organizations also identified legal services and emergency financial aid and employment assistance as important needs from survivors.

Housing/emergency shelter is the primary service that trafficking survivors seek through DV/SV organizations, which is also the service that the organizations do not have the resources to provide.

Organizations were asked to estimate what percentage of survivors experience domestic violence and human trafficking concurrently.
They reported the following:

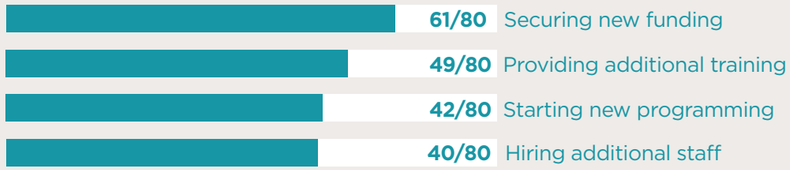
15 advocates indicated that they see domestic violence AND human trafficking in more than half of their cases.

Responding organizations identified strengths of the trafficking survivors with whom they worked. Overwhelmingly, organizations listed:

resilience and its variations, including courage, perseverance, and determination. They also identified survivors' street smarts and survival skills.

What are opportunities and barriers to providing services to survivors of human trafficking?

Many organizations indicated wanting to expand and/or improve their services for trafficking survivors by creating new opportunities through:



Note: data indicates the number of organizations that marked these options as their main priorities.

However, organizations indicated that their biggest barriers to addressing the needs of human trafficking survivors were **limited grant funding and limitations in personnel size.**

ORGANIZATIONS THAT RECEIVED FUNDS FOR HUMAN TRAFFICKING SERVICES

The data shows that many domestic and sexual violence organizations are serving human trafficking survivors in a variety of ways; however, organizations are unable to meet the critical needs of housing and shelter for survivors of human trafficking.

As noted above, organizations attributed this gap primarily to a lack of funding, as only 27% of organizations reported receiving funding to support trafficking survivors.

Despite this reality, organizations reported growing in several ways to meet the needs of trafficking survivors. Therefore, the second part of this study used case studies in order to delve deeper into the practices and lessons learned of five organizations (three DV/SV and two non-DV/SV) serving survivors of human trafficking.

Case Studies Findings

"...the advocacy piece may look a little different, [depending on] what you do with the trafficking victim that is also a victim of domestic violence... options might be different...but [in the end] we are still an advocate at heart for that person."

- Domestic violence advocate

Case studies used semi-structured interviews with key informants within each selected organization and an analysis of organizational material (including intake documents, marketing materials, and program evaluations) pertinent to service provision for survivors of trafficking. All key informants consented to participate and interviews were audio recorded and transcribed.

Researchers then identified common themes across case study organizations. The five organizations selected for the case study included three domestic/sexual violence organizations, one refugee resettlement agency, and one legal aid organization. All worked with trafficking survivors.

The organizations represent diverse locations across the United States, including Florida, Washington, Minnesota, California, and New Jersey. The organizations serve a mix of labor and sex trafficking survivors with some organizations working more heavily with one type of trafficking and provide a diversity of services (such as legal services, refugee resettlement, hotline services, etc.).

What are "lessons learned" from organizations that serve survivors of human trafficking?

Overwhelmingly the five organizations reported that organizational development was needed in order to better serve human trafficking survivors.

Through thematic analysis of in-depth interviews and organizational materials from each case study organization, the following "lessons learned" emerged:

- **understanding the nuances of human trafficking and intersecting forms of violence is critical;**
- **organizational development is necessary to adapt to the needs of survivors;**
- **cultural and linguistic responsiveness is key.**

Understanding the nuances of human trafficking and intersecting forms of violence is critical

A profound lesson learned in reviewing organizational materials and through individual interviews was the importance of understanding how complicated the intersections between the various forms of violence are and can become when working with survivors of human trafficking. Understanding and identifying the nuances of human trafficking is critical to best respond to the needs of survivors and promote healing.

Human trafficking cases often occurred within intimate relationships, such as between spouses and significant others. Many of these cases of intersecting domestic/sexual violence and trafficking involved sex trafficking of minors through prostitution, for instance, by an older "boyfriend."

> *"[S]he was a victim of sex trafficking. And it was by a boyfriend, and, a so-called boyfriend, and he was 21 at the time and she was 16."*

Human trafficking cases within intimate relationships also took the form of labor trafficking. One case described a scenario where an initial mutual partnership in a restaurant using the wife's (survivor's) savings led to a potential labor trafficking situation when the wife was not compensated for her financial and labor contributions by her husband (trafficker).

> *"So [the survivor] would be working all day at the restaurant and come home and do everything in the house, and then there was domestic violence. A lot of sexual abuse as well... [T]hey were together for seven years and she never saw a dime out of that restaurant. And he kept saying, 'You know this is for us. This is for our future. This is our restaurant.'"*

One organization spoke at length about the complexity of international marriages and how they create unique trafficking situations. The organization noted that many cases were difficult to identify given the presence of domestic violence or sexual violence patterns. In some instances, survivors met prospective partners online, formed online relationships, and agreed to marriage proposals. When they arrived to the United States and married the partners, the situation quickly shifted into one of abuse. However, as the survivors offered more details of the situations they experienced, the elements of domestic servitude became clear.

> *"We have a lot of situations of domestic servitude, where women are brought from another country and either through an arranged marriage or they meet online or some type of scenario like that, and the woman comes from oversees, she gets married here, she's promised a certain kind of life, and she comes here and she's used as a domestic servant. Either the man was already married or he has his girlfriend on the side, and he is using her to take care of his kids and clean the house, and help run his business. And then some of these cases, it's very clear that the person is being treated as a servant. You know, they are forced to sleep in the garage. Their passport is taken away. It's very clear that that person was brought here with the intention of being made into a servant. Like they're not treated like a spouse at all."*

Another organization described that staff could identify these types of cases as human trafficking because of the experience of involuntary domestic servitude in which many survivors found themselves forced to work without compensation. All organizations stressed the importance of understanding domestic servitude in the context of human trafficking.

Although all organizations described how human trafficking intersects with other forms of violence, they also all described that, in order to respond to trafficking in the most appropriate manner, staff need to understand the unique needs of human trafficking survivors who are diverse. Often domestic violence organizations may not be best suited to provide the support that is needed for diverse survivors of human trafficking. This was the case in one organization that described the inability to meet the needs of a male survivor of labor trafficking:

> *"So, you can have a labor trafficking victim who's extraordinarily traumatized... who's a man, who's very traumatized, who's very ashamed, and who needs counseling, but not domestic violence-based counseling, and who urgently, in order for him to feel better, needs employment. Because so much of the shame that he feels is that he has been unable to provide and so his needs are: making him self-sustaining, assisting him, a job training, job placement, (and) with stable housing that's not in a domestic violence shelter."*

Another nuanced aspect of human trafficking that organizations noted was the resources available for human trafficking survivors with various forms of non-citizen status. The following organization pointed out that while Legal Permanent Resident survivors do have legal rights to stay on US soil, they may experience difficulties accessing services.

> *"And there's some populations that are covered by neither resource [available for domestic or foreign trafficking victims]. I can tell you over the years I've had many [clients] who were legal permanent residents or refugees, and didn't necessarily meet the criteria of being undocumented, but they weren't as equipped as someone who is fluent in English and had been here their whole life, to be able to access the resources for US citizens. So there's just this assumption that once a person is a legal permanent resident they understand all their rights and how to access these services and don't need the same type of assistance as someone who is undocumented."*

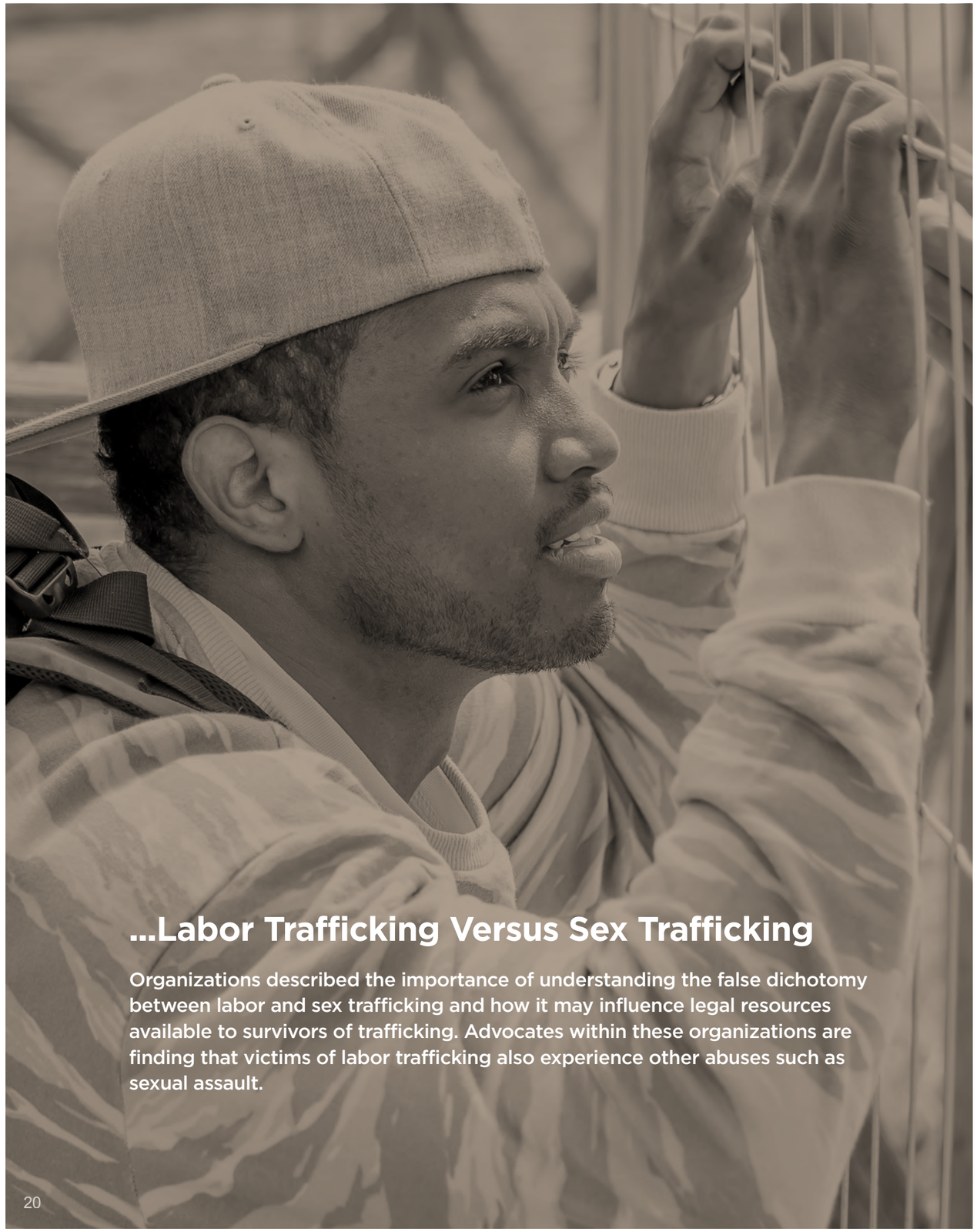
Labor Trafficking Versus Sex Trafficking

Organizations described the importance of understanding the false dichotomy between labor and sex trafficking and how it may influence legal resources available to survivors of trafficking. Advocates within these organizations are finding that victims of labor trafficking also experience other abuses, such as sexual assault.

One organization expressed concern around the unequal distribution of investigation, prosecution and punishment among sex trafficking cases versus labor trafficking cases. Labor trafficking cases were perceived to receive lesser sentencing, and fewer law enforcement investigations.

> *"In the courts or legal system, they identify the separation between labor and sex trafficking. And (the) labor trafficker actually gets a lot less punishment, or years in prison, because they also always weigh sex trafficking a lot more serious."*

> *"[The Police are] most in favor of investigating sex trafficking cases. It's easier, it's more straight forward. For labor trafficking, they have to involve the labor department, maybe go back to the victim's home country to interview with some different organizations that are working together to receive, (and) traffic this person to another country. It just takes a lot of effort and time in order to bring a [labor] trafficking case into the court."*



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Organizational Development is Necessary to Adapt to the Needs of Survivors

The second important lesson learned in this study was that all organizations described the importance of undergoing organizational change to best serve, for many of them, a new population with unique needs. For example, one of the organizations in this study originally began as a domestic violence shelter and gradually shifted focus to include all forms of interpersonal violence. In 2014, the organization broadened its mission, philosophy, and purpose statements to incorporate sexual assault, human trafficking, and sexual exploitation.

These changes occurred after several years of conversations among advocates and managers about the need to broaden their work after they realized that they were not meeting community needs, particularly around providing services for human trafficking.

> *"As we started talking about the sexual assault piece, it made sense that we actually also look at the human trafficking piece, both labor and sex trafficking. So in 2014 [we] broadened our mission and our philosophy statement. And what we have decided as an agency, instead of having a separate sexual assault program, [is] that all our advocates would be trained in all forms of interpersonal violence. So no matter where a participant enters our door, whether it's on the crisis line or comes in for an order for protection, we're able to serve them, whether they're a sexual assault victim, or human trafficking victim, or a domestic violence victim."*

While some organizations responded to community needs by creating new programs, others adapted current services to become more inclusive of human trafficking survivors. Each of these organizational changes—new programs and adapted services—led to necessary changes in staffing, structure, and roles, in order to adequately serve the needs of human trafficking survivors. Some of these strategies included hiring new staff specifically trained around human trafficking, engaging in staff-wide training, and using case consultation across programs.

One organization evolved to have three separate programs for domestic violence, sexual assault, and human trafficking, with a lead case manager in each program. After starting the human trafficking program, they began to coordinate case consultation with advocates and case managers from all three programs. They reported that this helped all case managers and advocates to more effectively cross-refer survivors who had experienced multiple forms of violence. The human trafficking case manager described their process:

> *"[If a domestic violence advocate] works with a domestic violence client, and at some point they find out that this is also human trafficking, then I will get involved, and we'll work together. And if a sexual assault happened to a client, then a sexual assault advocate will get involved, and we'll work together... We have weekly case work meetings... and we talk amongst ourselves what is the best way to solve the problem or to help a client. And we have a program manager who oversees the three programs and is supporting us."*

With the implementation of the case consultation model, advocates stated that the model did not just serve to cross-refer survivors, but also gave the staff the opportunity to learn more about different forms of violence.

> *"But since we have more frequent case management meetings, it's helped a lot in terms of me learning from domestic violence and sexual assault advocates, and [them] learning from me when we share the case."*

By accepting trafficking survivors into a domestic violence shelter, advocates at another organization revisited what it meant to operate in a trauma-informed manner and survivor-centered in the context of working with trafficking survivors.

> *"I think domestic violence services have become a system... And that system is good in some ways, but in some ways we've lost that art of hearing the story. And not taking into account the trauma that the survivor may have experienced prior to the domestic violence, or all the other trauma that goes along with domestic violence, sexual assaults, the trafficking."*

Other organizations reported that they developed protocols and processes to ensure survivors' confidentiality and sense of safety. For example,

> *"And I know that here internally [organization name redacted], we are revamping all of our in-take processes to again make sure that we are not, through our in taking, setting up that survivor to only talk about domestic violence. We want to make sure that they feel comfortable and understand that this place is a place where they can talk about the sexual assault or they can talk about the trafficking."*

Cultural and Linguistic Responsiveness is Key

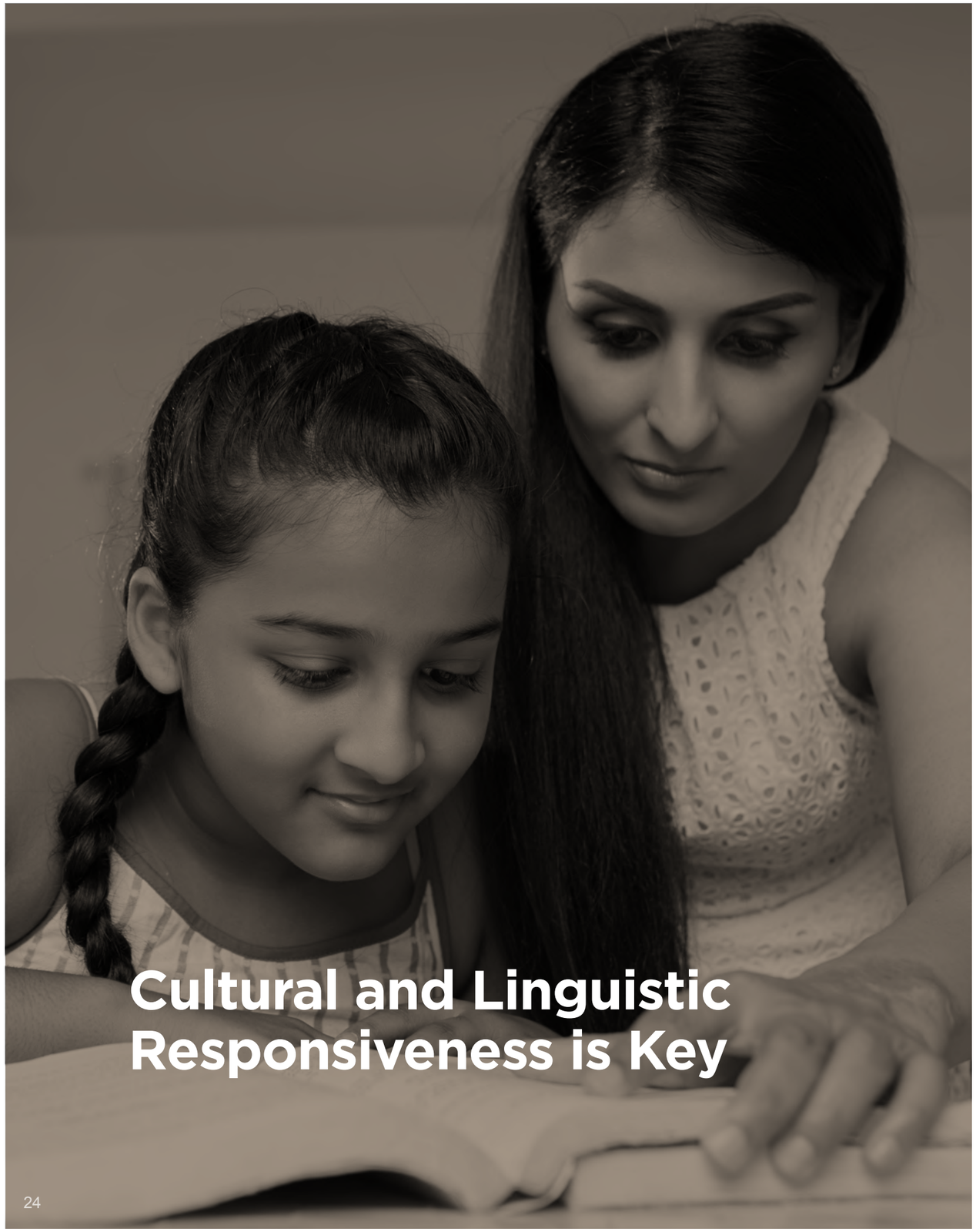
The final lesson learned in this study concerns cultural and linguistic responsiveness. All organizations described the importance of centralizing cultural and linguistic responsiveness into the workings of their organizations in order to best support survivors of human trafficking. In terms of culturally responsive services, three organizations worked predominately with specific cultural groups. One of these was a culturally specific organization that worked mostly with Asian immigrants but had also served people from other ethnic groups. These organizations described strategies for cultural responsiveness to create effective services for the specific communities they served. For one organization, the first step involved hiring staff who were representative of the cultural communities they served.

> *"We are language-based, very community-based. We have many languages; staff from so many different countries working here. Majority of the staff are also immigrants... We are really here for the community, we grew out of the community, and work within the community. So that's our strength. And that's why many people feel more comfortable coming to us."*

In terms of linguistic accessibility, three of the five organizations worked primarily with specific linguistic populations of trafficking survivors. The strategies to meet the needs of these populations included utilizing interpreters and language lines, establishing partnerships with local cultural centers, creating and implementing language access plans, and ensuring access to domestic violence and sexual assault experts in the deaf and hard of hearing community.

> *"We have a base of ten interpreters that were hand-selected... They are interpreters [who] we know are reliable, all certified of course, and [who]'ve had some training or have worked with us long enough to understand the language of domestic violence and human trafficking and sexual assault."*

Organizations also described strategies for connecting survivors with members of their cultural communities for strength, healing, and support. Strategies to promote cultural connections involved connecting survivors to community and culturally specific organizations, religious organizations, or individual members from their cultural community.



Cultural and Linguistic Responsiveness is Key

This often occurred through co-advocacy with various community organizations. Organizations saw these connections to cultural communities as an important part of re-integration into society after the person became free from a trafficking situation. Networks within a survivor's cultural community also provided valuable resources, such as job placement, housing and referral to other organizations' services.

> *"If the client is Hispanic and doesn't speak any English … we would refer the client to other organizations for finding ESL classes, job training. I am still the main case worker [for] their trafficking case by … making sure they are going to get a T-Visa or continued presence and all other services that a trafficking client then would qualify for, but it really depends."*

However, when working with survivors from smaller ethnic communities, organizations described the importance of remaining cognizant of traffickers' locations and their social networks, especially if the trafficker and survivor came from the same ethnic community. These organizations used advocates from within those cultural communities to conduct community outreach.

> *"The nice thing about [our organization] is that each of the staff have very deep involvement in their own community. And many staff members not only work full time [here], but they might be a full time volunteer in their community… So we work in the community, people know us, people trust us already. And that's how we utilize the resources in the community that way."*

Organizations also spoke about the importance of outreach to communities to combat stigma. They described how trafficking survivors experienced stigma from both mainstream communities and within their own cultural communities. In an effort to reduce the stigma, staff who identified with specific cultural communities engaged in outreach activities with community and religious organizations to teach them about human trafficking and supports for survivors. One of the organizations described a typical scenario that they have encountered in their work with survivors:

> *"…If one person […] finds out [the trafficking survivor] left her husband, then the community shuns her. […] So there's a lot of stigma and a lot of shame in that context… Some of my coworkers […] are providing that kind of advocacy within the mosques, within some of the religious institutions, and the social services agencies, so I think their voice is heard more readily than an outsider."*

Discussion

Discussion

Study findings indicate that many domestic and sexual violence organizations are serving human trafficking survivors from diverse backgrounds and age ranges in a variety of ways. However, there continues to be an inability to meet the emergency housing and shelter needs of trafficking survivors. This finding could be related to, in part, the small percentage of organizations that reported receiving funding for human trafficking work. All organizations in this study reported providing human trafficking services; however, only 27% of them reported receiving human trafficking funding. Despite this reality, organizations in the case studies reported growing in many ways to meet the needs of trafficking survivors and reported the following "lessons learned": understanding the nuances of human trafficking and intersecting forms of violence is critical; organizational development is necessary to adapt to the needs of survivors; and cultural and linguistic responsiveness is key.

Beyond the study findings, other important considerations for the domestic and sexual violence field are important to note. For example, a significant gap exists in the availability of services available for children and youth survivors of human trafficking. In this study, organizations primarily worked on reaching out to youth in prevention efforts; however, few reported offering services.

Efforts to provide services to youth are paramount and should be considered when organizations are looking to expand human trafficking services. Another gap identified in the survey findings was the lack of organizations working with survivors of labor trafficking. However, all organizations in the case studies stressed the importance of understanding domestic servitude as a critical intersection of domestic violence and human trafficking. The nuances of labor trafficking and its intersections with sex trafficking, domestic and sexual violence is a critical area for organizations to build their capacity.

As noted in the findings, the implementation of trauma-informed, survivor-centered and culturally responsive frameworks when working with human trafficking survivors is vital. These frameworks need to be intentionally interwoven throughout the fabric of the organizations that work with human trafficking survivors. This is important not only for the health and well-being of survivors themselves, but also for the health and well-being of the staff doing the work.

Recommendations

Given their skills and position in the community, domestic/sexual violence organizations have tremendous opportunities to support and serve trafficking survivors, both within and outside the field of domestic violence and sexual assault victim services.

Many programs around the country that are already serving survivors of human trafficking have discovered that they cannot provide services to trafficking survivors in the same way they do survivors of domestic and sexual violence. Often, the services needed for survivors of trafficking are more comprehensive than those typically provided to survivors of domestic violence. Organizations have also discovered that crimes of human trafficking involve multiple and wide-ranging types of perpetrators, some of whom are highly organized. Additionally, law enforcement responses are more involved and the level of trauma survivors experience can be more complex to resolve.

Given the intersection between various forms of violence experienced by survivors, domestic/sexual violence organizations may be looking to expand their work to serve human trafficking survivors. The findings in this study suggest that organizations should spend a considerable amount of time in organizational development and carefully consider their current capacity and the level of resources needed to provide the comprehensive and various types of services required to effectively service survivors of human trafficking. A multifaceted strategy to respond to human trafficking will involve planning for funding, staffing, training, and enhancing partnerships.

- **Look for financial support to expand your services.**

  Several grants fund organizations that want to provide services to survivors of human trafficking. Many of these grants come from the Office for Victims of Crime within the United States Department of Justice. The Bureau of Justice Assistance has also provided funding for law enforcement efforts to address human trafficking. Foundations and public charities, such the United Way also fund efforts to prevent and respond to human trafficking.

- **Develop partnerships with responders and other service providers in your community.**

  Traffickers frequently move survivors across state lines or other countries. In those cases, the response may require federal as well as state and local law enforcement and a broader array of victim services and advocacy. To address this more effectively, many communities around the country have established state-wide task forces or coordinated community response (CCR) teams addressing the issue of human trafficking. Explore whether there is a taskforce or CCR team in your state or community and see if your organization could join. If there isn't one, consider starting one. There may be funding and support to do so.

  Many taskforces and CCR teams have been funded through the US Department of Justice or through various state departments of justice. This will also enable you to invest and create opportunities to learn more about human trafficking from partner organizations that work exclusively in the human trafficking victim advocacy field.

- **Enhance your program's cultural responsiveness to survivors.**

  Survivors are brought into your community because of the trafficking. Many trafficking survivors are LGBT youth, undocumented immigrants, Deaf people, homeless individuals, to name a few. Some programs around the country have been challenged to provide adequate services for these survivors. Plan. Request training from technical assistance providers from these communities. There are a number of technical assistance providers around the country that are funded through the US Department of Justice, the Department of Health and Human Services and others to provide training and technical assistance for service providers and first responders on enhancing their response to survivors. These include, but are not limited to, Casa de Esperanza's National Latin@ Network, Asian Pacific Institute on Gender Based Violence, Ujima: The National Resource Center on Violence Against Black Women, The Northwest Network of Bi, Trans, Lesbian and Gay Survivors of Abuse, The Vera Institute of Justice and the National Indigenous Women's Resource Center.

- **Incorporate services for youth and child survivors of human trafficking.**

  Youth survivors of human trafficking present unique challenges. State and local mandatory reporting laws limit how domestic and sexual violence organizations work with youth. In most states, Child welfare must be notified and they in turn must notify the youth's parents or guardians. However, many of these cases involve youth that have run away from home due to abuse and/or neglect. In most states around the country, service providers and child welfare organizations are struggling with how best to assist youth survivors without raising their risk of exploitation. Trafficking task forces and local CCR's are exploring various options to address this situation. Forge alliances with local youth services programs such as Boys and Girls Clubs, Big Brothers and Big Sisters, Child Advocacy Centers and child welfare in your area.

- **Collaborate with survivors and advocates to create tools for screening and intake processes that assist in identifying survivors and their specific needs.**

  If you are not identifying survivors of human trafficking in your area, you may not be properly screening for them. Many screening tools are available for download and adaptation to fit your programs. These were developed with a national and international lens by the Polaris Project, a Human Trafficking Training and Technical Assistance provider (https://polarisproject.org/recognize-signs) and by the Vera Institute of Justice in NewYork (https://www.vera.org/publications/out-of-the-shadows-identification-of- victims-of- human-trafficking). The advocates in your program should review these tools and see how they might adapt them for your organization and unique community. If you are a part of the trafficking taskforce or CCR you may want to reach out to survivors of human trafficking to get their input on these tools. Survivors will have the most relevant information about what to look for in your area.

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