

DARYL FOX: Afternoon, everyone, and welcome to today's webinar, Cross-Cutting Training and Technical Assistance Opportunities for OVC Anti-Trafficking Grantees, hosted by the Office for Victims of Crime. At this time, it's my pleasure to introduce Lindsay Waldrop, Anti-Trafficking Training and Technical Assistance Coordinator with OVC to begin the presentation. Lindsay?

LINDSAY WALDROP: Thank you so much, Daryl, and thank you to everyone for joining us today. Our specialized TTA is an opportunity that can be reached across programs for any of our trafficking grantees. And we are so excited that you are joining us today to let us feature these for you. It's really important to us that our specialized--or that our TTA in general is field-driven and therefore we have a lot of opportunities available to you. So there's a lot of information that's going to be presented today. Next slide, please.

So today we're going to go--we have several different specialized TTA that are cross-cutting and again available across HT programs. But today, we're going to feature just a few of them. We're going to feature TTA on legal assistance, employment opportunities for survivors, survivor engagement, working with survivors with disabilities, new VAWA confidentiality provisions, labor trafficking, and financial management.

To focus for you, if you are an OVC grantee, you may be familiar with our TTA structure. If you are under a program or a specific solicitation, you have a programmatic TTA provider, which should be providing you with a lot of information from the OVC and the field. But there may be issues where you have consistent--where there is a consistent gap, a consistent need, and additional information would be beneficial to you and your group from an expert or a focused--a focused lens. And therefore, we have our specialized TTA providers who can provide these expertise. We're going to provide a lot of information to you today and we're going to be going quickly. You can provide--you can access this information across programs. However, some of the eligibility may differ based on the scope of work of each of these TTA providers. They're going to be telling you about that as we move forward.

You can find more information about this and all of the contact information on the OVC website. Also, this information should be recorded and will also be posted to our foundational trainings website after this is finalized. Next slide, please.

All right. I'm going to hand it over to the first of our presentations today on our legal TTA. Thank you, Carson.

CARSON OSBERG: Hi, everybody. My name is Carson Osberg. I use she/her pronouns, and I'm one of the two attorneys on CAST training and technical assistance team, which is focused on supporting service providers, assisting survivors of human trafficking with their legal needs. Our training, advice, and resources cover all sorts of legal topics, but we're best known for our T visa related work and resources.

This grant period, we have subgrants with the Freedom Network Survivor Reentry Project and the National Crime Victim Law Center, NCVLI. Our subgrant with the Survivor Reentry Project is to provide technical assistance and training related to vacatur and post-conviction relief for trafficking survivors. And our subgrant with NCVLI is to develop a crime victims' rights and enforcement training for legal services providers working with trafficking survivors to develop written resources for trafficking legal service providers and to respond to victim rights related technical assistance requests. Next slide, please.

So on this slide, you'll see the primary topics covered by our TTA program. The majority of our technical assistance requests relate to immigration and within that, primarily T visa practice. We provide training and technical assistance through three primary mechanisms. And the first is our technical assistance, which includes questions from individual service providers on case strategy, referrals, requests for document reviews, and also our weekly legal working group calls. And I'll explain a little bit more about how we provide technical assistance on the next slide.

The next TTA delivery mechanism that we utilize is our written resources. We create resources for legal and social services providers to reference. And many of those are on nuanced topics that require a thorough explanation and cite to other resources and samples.

And lastly, we have our training. We have on-demand trainings that are always available for folks to work through at their own pace. And then we also have live trainings, which are a little bit more intensive and often in a workshop format where we focus on practice and dialogue rather than utilizing a lecture method, which we've found enhances adult learning. Next slide, please.

I want to give a little bit more detail about the types of technical assistance we provide to legal providers. So our individual technical assistance can be divided into two main types. The first is case consultations and the second is general information requests. Case consultations are for troubleshooting or strategizing specific cases and providing pointers on trafficking analysis. In these consultations, we provide recommendations on case strategy or analysis specifically tailored to the individual request. Challenging or unique legal issues are typically best addressed via an individual technical assistance case consultation request, as opposed to our legal working group call, which I'll address in just a bit. And in contrast, our general information requests are not specific to any particular case or issue. They really involve questions about general processes or current trends. And the link to our request form, our technical assistance request form is on the slide there. And I will drop all of our links into the chat when I'm done speaking. If you have questions or want to refer a practitioner to our technical assistance, utilizing that link on your slide there is the best way to get that assistance since we do get a lot of requests and many, many emails, as I'm sure many of you also receive.

[\[https://casttta.nationbuilder.com/individual ta\]](https://casttta.nationbuilder.com/individual_ta)

So, one other form of individual technical assistance that we provide is our document review process. We conduct document reviews for T visa and T adjustment related, request for evidence, denials, and appeals. And a document review of a T visa-related matter will include a review of the USCIS decision and correspondence and also a review of the practitioner's filings. After reviewing those materials, we will provide a written summary of our advice on how to approach a request for evidence or denial.

We also review non-immigration related documents such as post-conviction relief applicant statements or victim's compensation case-related documents. Although, as I mentioned, T visa-related questions and document reviews are kind of our most heavily requested topic.

And lastly, a little bit more about our Legal Working Group call.

[\[https://casttta.nationbuilder.com/legal_working_group\]](https://casttta.nationbuilder.com/legal_working_group) Our Legal Working Group provides practitioners an opportunity to collaborate with legal professionals nationwide. It's a platform where practitioners can ask questions and share experiences about human trafficking cases. And it's a venue where we can discuss recent case trends or trends and adjudication. Once a month, our legal working group focuses on trauma-informed legal practices, such as navigating client relationships. Next slide, please.

And lastly, I wanted to provide a little bit more detail about CAST's other trainings and resources, all of which can be found on our training and technical assistance website.

[\[https://casttta.nationbuilder.com/\]](https://casttta.nationbuilder.com/) So first, we have our on-demand trainings, which are available for practitioners to review on their own time. We currently have fifteen on-demand videos, twelve for legal providers, and three for social services providers. And we also have two self-pace--self-paced classes that are a little bit longer in duration. And one of those is our Anti-trafficking Lawyering Module 1, which covers introductory human trafficking and trauma-informed lawyering topics. We also have some other trainings under development right now or that are currently being updated.

We also have our live workshops. And right now, we have three recurring trainings that are really practice-focused. The first is our Ends Means Process, EMP workshop. This is where we practice human trafficking analysis through real case scenarios. And the second is our Declaration workshop where in that workshop, we develop declaration drafting skills via a peer review process over the course of several sessions. And we do that using attendees' actual draft T visa declarations. And then our last live workshop is our Anti-trafficking Lawyering Module 2, which is an intensive course on how to approach T visas in a trauma-informed way. And we are currently updating that workshop right now based on the new T visa regulations that came into effect in August.

In terms of our other resources that can be found on our training and technical assistance website, we have a blog with updates on certain issues and notes from government engagements. We have our T visa FAQs. We have several toolkits. For example, our Ends Means Process Toolkit that helps legal practitioners with trafficking analysis. We have all of our advisories. And we also have a few databases which are

intended to aid in practitioner research, including a database of USCIS Administrative Appeals Office decisions, and also a database of our advisories and guides.

In terms of the grant right now, one of our primary focuses is updating many of our immigration-specific resources and trainings, which are typically in pretty high demand, to reflect the new T visa regulations that, as I mentioned, went into effect in August. And as an initial resource to the field, we created a fairly comprehensive overview of the primary changes that resulted in the regulatory update. And that is available on our website.

That is it for me right now, and I will go ahead and drop those links into the chat. Thanks, everybody.

CAROLYNE OUYA: Sorry, y'all, the technology is lagging on my end, but, hi, my name is Carolyn Ouya, and I am a program manager at Futures Without Violence. I run a project called Promoting Employment Opportunities for Survivors of Trafficking. And my colleague, Mary Beth, who isn't here today, are excited to meet you all and welcome you into the 2024 cycle.

Our project works with all of you to help provide resources that connect you and your--the survivors that you're working with, with access and retention to education, employment, and financial security opportunities that are in your locations--various locations. My colleague has a background working with immigrant survivors of trafficking, refugee, migrant workers, and then I have a background with the workforce development system and being able to connect to the resources that are available through that network.

A lot of what we do is help unify the field in understanding what economic empowerment is and how to facilitate all the various components from a trauma-informed perspective. And so we've developed a model called the Five Tiers of Economic Empowerment that takes from crisis management all the way up to employment, different considerations that advocates can implement to connect survivors to career exploration, skill building, work readiness, as well as employment, whether that's self-employment or finding various ways to learn and expand the skills that survivors are interested in.

We know that this work can be very complicated because it's happening within the context of systems that are not always just, and employment environments that can be very complicated. And so it's a very nuanced conversation that we have. And so we have a recent podcast that takes all of those various components together and tries to explain what economic empowerment can be and the different resources and tools that are available to advocates to facilitate it to the best of their ability. So we encourage you to check out that podcast and then reach out to us to have continued conversations.

We've developed some resources, and within these resources or these toolkits, there are national databases that can connect you to your local adult schools, your local

career centers that can connect you to training programs or certificate programs that could benefit the survivors in your community. So we encourage you to take a look at some of these toolkits, one that we've done in collaboration with RTI International that talks about what anti-trafficking service providers can do across the five tiers of economic empowerment. We also have a guide that we partnered with Freedom Network on, on how to help survivors who have criminal records connect to education and employment opportunities, so we encourage you to take a look at that.

And then some other key resources is we try to leverage the workforce development system, which has a lot of funding dollars that can go into training, can go into, you know, navigating apprenticeships, internships, all of those things. And so we've created a guide that helps educate all of you on that system. And then we're here to have conversations with you to discuss what are the barriers of effectively moving through the different opportunities that are supposed to be coming from those federal sort of funding streams.

And then we've also partnered up with--talking about collaboration. So all of this can't be done alone, I think a lot of advocates are exhausted because in addition to being asked to be--navigate crisis and navigate the nuances of trafficking, now we're asking you to be a job developer and we're asking you to be a financial literacy, you know, banker or whatever. So we know that it can be really difficult and overwhelming, and so we're here to, one, hold space for that difficulty and then connect you through collaboration to the places in your community that can help alleviate that burden and that barrier.

So we have some upcoming offerings. The first is we have a webinar coming up on November 13th that we're calling 'Tis the Season, and we're going to talk about economic security and safety during the holidays because we know that the bills get higher, the credit gets higher, the risk of trafficking, especially with some of the nuances of familial trafficking can show up during this time. And so we're just going to give you all a lot of resources that you can leverage to deal with some of those challenges that come up during the holiday season, so we hope to see you there.

And then we started a national coalition that focuses on safe and sustainable workforce development opportunities. We're inviting into the space everything from advocates to workforce development providers, to unions, and policymakers to have these conversations about how we can really shift workplaces to be safer for all and how we can shift training programs to be accessible to trafficking survivors, as well as other survivors of gender-based violence, because we know that that can happen in the same--at the same time intersectionally. These meetings, we meet every third Thursday of the month, and so we encourage you to check out the overview, sign up on our sign-up form, and then we'll follow up with a calendar invite so that you're able to join us in those meetings.

One thing that we do here is called the PEOST Institute. And so this is a much more intimate way that we address all of the things that I've just mentioned. We are going to be hosting our next institute on September 15th, 17th, and--15th, 16th, and 17th, I

apologize if those dates I got incorrectly. And this is when we bring together teams of a grantee, a human trafficking service provider, a training provider, education provider, and an employment partner. And we help those teams have the difficult conversations of how to connect survivors to opportunities within the five tiers of economic empowerment that I mentioned. The application has not been released yet, but we'd love to gather your interest. So if this is something that you're interested in, we encourage you to fill out the interest form and then we'll reach out to you to either give you TTA based on the answers to those questions on the interest form, or help you in staying up-to-date when we launch the application in a few weeks.

So how can we help you? I mean, resources, difficult conversations, connecting to opportunities related to economic security and safety in your community. We host monthly office hours to navigate these conversations and barriers, we assist you all with community mapping and outreach support to the various education, employment, and financial institutions in your community that can be helpful, and then we can help you either start your own sort of curriculums related to economic empowerment, or help you expand whatever programs you may already have that helps to address this intersection of economic security and survivors of trafficking.

Here is a link for the Virtual Office Hours which we host every third Wednesday of the months and you can sign up with the Calendly and you'll get a Zoom--immediately get a Zoom email notification. [<https://calendly.com/couya/peost-2023-office-hours>] And then we have a formal TTA request form, so we encourage you to fill all of that out with what some of your challenges may be related to this intersection. And we look forward to just getting to know all of you and figuring out ways that we can make sure more survivors are getting access to safe jobs, to quality education and training, to leadership positions and professional development opportunities, and to other resources that will ignite a lot of the skills and values that they already have within them. So thank you so much for your time.

And then--oh. And here's our--here's our contact information. So you can reach out to us by email or give us a call at any time, and then we also encourage you to check out our website where you can get access to many more resources related to this. And I'll pass it over to SETTA.

JOSIE HEYANO: Thank you. [INDISTINCT] everyone. That means hello, everyone. My name is Josie Heyano. I am thrilled to be here with you today. I am the Lead Training and Technical Assistance Specialist at OVC's SETTA project. I live and work in Anchorage, Alaska, which is the traditional homeland of the Dena'ina Athabaskan people. I am proud to be a Deg Hit'an Athabaskan woman from the native villages of Tanana and Ekuk. I am a tall, light-complexion woman with long, dark hair parted down the middle. I have on a pair of beaded Athabaskan earrings, and in my background are several pictures, plants, and a very spooky, wintery Alaska snowstorm. Next slide, please. Oh, I'm sorry. You're already on the next slide, that's perfect.

Not presenting with me today, but my personal hero and a person who makes this team very possible is my colleague, Ebony. As you can see from the slide, we were both engaged in our own unlearning practices. So for me, I am currently in the process of unlearning that my value is not rooted in my productivity. Next slide.

I would also like to introduce my team. So at the Survivor Alliance and the National Survivor Network, who are setup partners, Amie, Rebekah, and Norma. Survivor Alliance is an international nonprofit whose mission is to unit and empower survivors of slavery and human trafficking around the world, to be leaders in the anti-trafficking movement. They have developed robust frameworks and assessments to support survivor-centered approaches, trauma-informed care, and empowerment.

The National Survivor Network is a value-spaced membership association of survivors of human trafficking from all over the United States and abroad. They work together using an inclusive, evidence-based, public health, human rights, and harm reduction approach. Together, these organizations and their consultants bring a wealth of knowledge and expertise to our work and to the OVC grantees engaged in SETTA. Next slide.

So here's our acronym to get used to, SETTA. Through this dynamic partnership with the National Survivor Network and Survivor Alliance, OVC SETTA is able to offer survivor engagement-focused, training and technical assistance opportunities to all OVC human trafficking program grantees. Next slide.

Survivors of trafficking are essential leaders, partners, and creators in anti-trafficking work. Our leadership, perspectives, and wisdom are absolutely necessary to improve prevention, intervention, and policy efforts. Engaging survivors has been historically difficult for grantees to do, and as survivors, we know that it's been historically difficult to engage with grantees. So SETTA set out to define and understand what those dynamics are. And in defining those dynamics, we set out to heal our relationship with the field, each other, and this work. SETTA asked the questions to uncover the pieces of our relationship that have been harmed. SETTA asked that we lead into our shared vision and mission to create unity and camaraderie in our work, while also normalizing that accountability is a pathway to healing and collaboration. We ask these questions, call in, and unlearn because we know that we are all needed in this work. It is our combined experiences, wisdom, and collective energy that will create lasting impact and anti-trafficking work. Next slide.

So, SETTA holds a really special place in my heart because we are not only survivor-led as a team, we are survivor driven, defined, and supported. At every level of our team, we lean into our lived experience to create advancements in practice, peer support, and to encourage our own growth mindset. As a former OVC grantee myself, who provided case management while developing a new anti-trafficking program, I understand deeply the challenges of a fast-paced and rapidly evolving field. I know what it's like to want to do the best for your clients, your program, and your colleagues, and at times to fall short of that. I also understand what it means to give your heart to the work,

long hours, late nights, early mornings, and sometimes face criticism or scrutiny when despite our best efforts, we can create harm or stumble along the way. I also know that there is tremendous power and energy to be found in these shared experiences and the way that we lean in and support each other.

And I understand that in this field, you will find some of the most compassionate, courageous, and inspirational change makers and advocates. It is because I did watch some of my closest friends and colleagues fail to engage with lived experience in a meaningful way that I understood that this failure was not due to a lack of toolkits or resources, but a fear of getting it wrong in a time and space where it felt like getting it wrong was not an option. I am proud to support OVC's initiatives to increase survivor engagement in the field and to lead the SETTA project, where I'm part of a team who believes in best intent. Who would not only provide TA, but build lasting relationships with grantees, and a space to know that when it comes to survivor engagement, you will have a community of support to help guide the way. Next slide.

So at SETTA, we strive to normalize difficult obstacles and support one another through a collective process of learning and unlearning. Through intentional relationship-building and trust, we build a community where we can ask the hard questions and tackle tough challenges together. We call each other in, never out, inviting growth through transparency and candid conversation. We recognize that training and technical assistance isn't just about process and frameworks, but defining our fears, our biases, and our setbacks, and most importantly, emphasizing our wins, our collaboration, and our shared mission to support survivors. Next slide.

At SETTA, we host monthly Food for Thought sessions that cover a variety of important topics, such as pay equity, holiday practices, advisory boards, accessibility, and peer-to-peer support and collaboration. These sessions provide a space where SETTA consultants can share their knowledge while building relationships with OVC grantees across the country. In addition to our Food for Thoughts, we also conduct communities of practice sessions where we are more training focused, and those occur quarterly. We actually just wrapped up a series where we partnered with Activating Change to introduce accessibility practices that support meaningful survivor engagement. Both our Food for Thoughts and CoPs are open to all OVC-funded human trafficking grantees. Next slide.

At SETTA, we pride ourselves in the diversity of our individual TA. Our consultant pool, which draws from collaboratives of Survivor Alliance and the National Survivor Network, is rich with knowledge and expertise and engages consultants from across the U.S. We have successfully paired our consultants with OVC grantees from diverse locations and backgrounds to tackle a wide range of survivor engagement-rooted projects, including developing survivor advisory boards and councils, creating hiring practices to employ people with lived experience and development of local and national relationships with expert consultants. By leveraging the diversity of our experiences on our team, we ensure that our TTA programs are inclusive and effective, and that they address the unique needs of each grantee. Our commitment to diversity of voice not only enhances

the quality of our TTA, but it also fosters a collaborative and supportive environment, which is where we find those aha moments that we call the magic of SETTA. Next slide.

So congratulations to all the new and returning OVC human trafficking grantees. We really hope that you will join our SETTA community. To stay informed about our monthly Food for Thought and quarterly community of practice sessions, we encourage you to join our Listserv, which I just know in my heart, Ebony has already shared in the chat. By subscribing, you will be the first to know when new training and technical assistance spots will become available. If you have any questions, please feel free to reach out to the team at the email listed on the slide. [SurvivorEngagementTTA@icf.com] And we are excited to hear from you, to welcome you into our collaborative learning space and to learn from each of you. [INDISTINCT] thank you.

SANDRA HARRELL: This is Sandra Harrell with Activating Change. Oh, my gosh, I look like I'm purple because it's so very, very dark in this office because there is a storm coming into Nashville right now. But I am a White woman with blonde hair. I'm wearing dark-rimmed glasses and a black blazer over a black and white shirt. I'm excited to be here today to talk a little bit about the work that Activating Change does specifically around human trafficking of people with disabilities and how we can support you more broadly around being accessible to survivors with disabilities.

So we are currently funded to create a training and technical assistance package for law enforcement on working with trafficking survivor--or trafficked survivors with disabilities. And part of that--part of the reason that we applied and shaped our project in that way is that we know that people with disabilities remain one of the groups at the highest risk of being trafficked. And they also experience an enormous number of barriers when they are reaching out.

But even prior to being able to reach out, they find themselves in situations in which they are living and working in relative isolation. And so they don't have a lot of natural sort of connections to community that are not somehow monitored by staff within the group homes or within the disability organizations or by representative payees or guardians who are in their life.

We also know that people with disabilities generally are denied information about healthy sexuality and healthy relationships often leading to people with disabilities being treated as if they will never enter into a sexual relationship or a romantic relationship of any kind. And then it makes them much more vulnerable to traffickers who are grooming them through promises of love and romance because they see such very--such limited avenues for being able to participate in those types of relationships.

We also know that people with disabilities have systems in their lives that sort of take the place of any power and control mechanisms that traffickers would usually leverage in order to gain power and control over somebody and be able to traffic them. Basically, you can just go down to a courthouse and apply to become either a person's representative payee or guardian, and you kind of skip over any of those other sort of

mechanisms that are--that many traffickers use in order to exert power and control over the people that they will traffic. And so those legal mechanisms really create a pathway to being able to traffic people with disabilities with relative impunity.

And then another issue for people with disabilities that we know create a respect for trafficking is that there are lots--there are very limited opportunities for people with disabilities to make a living wage. And the reason is, is because if you earn a certain amount, it can impact whether or not your necessary benefits are cut. Those include housing, personal care attendant services, medical care, etcetera. And so we have through our systems of like Medicare and disability services really trapped people with disabilities into a system of poverty, which again, makes them really good targets for somebody who's offering them an opportunity to make money that's off the books. That's not going to be reported to the government.

And we also know that there are significant issues for people with disabilities being able to access help, to be able to talk about what is happening to them, because there are so many controlling mechanisms in their life. So we want to make sure that if people with disabilities do reach out for help that they are met with law enforcement who have the ability to really identify what is happening in that person's life, really be able to build trust with the traffic victims with disabilities. And really successfully investigate the cases involving people with disabilities. And we also want our law enforcement to have sort of a network of resources and supports.

So we have been engaged in a several year process of building out training and technical assistance specifically for law enforcement. This began with the needs assessment and the final sort of stylized report is expected be--to be dropped on our website today. It is just an account of everything we learned from our needs assessment about sort of the nuances that create this sort of web of entrapping people with disabilities and very high risk rate of being trafficked. And then we have also been building out an online training program and standalone practical resources for law enforcement. These will be available on our website on December 31st. These will be open to the public but they were designed for law enforcement. Although we did slide in a lot of foundational information about the experiences of people with disabilities that I think any service provider would be--would benefit from.

We will be offering a webinar in January of 2025, again, primarily for law enforcement. Everyone is welcome. And then we will be conducting two learning cohorts for up to 20 law enforcement officers each. The first will be in early 2025 and then the second will be in spring of 2025.

And then we also have a pretty comprehensive website that includes our online courses from that we have designed around making your technical assistance and your services accessible to people with disabilities. There's three courses specifically designed for direct service providers on policies and procedures, conducting safety and access reviews, and also ensuring that your materials are accessible. And then there are seven related courses for TA providers that are available at that web address that I just

popped into the chat. And then you can request technical assistance directly from us at this link that I just popped into the chat.

And with that, I'm going to turn it over to NNEDV.

LAISA SCHWEIGERT: Hello. Thank you so much, Sandra. Good afternoon, everyone. My name is Laisa Schweigert. My pronouns are she, her, and I'm a Technology Safety Specialist with the Safety Net Project at the National Network to End Domestic Violence. I am so excited to be in this space with all of you today and hear about the wonderful work of all these other training and technical assistance providers. I'm going to take just a minute here to introduce the Safety Net Project and who we are, and then let you know what we can offer as new TA providers in this space.

So Safety Net's work addresses the intersection of technology and safety for survivors of domestic violence, sexual assault, trafficking, and stalking. We'll be focusing on trafficking in this project. We provide training, technical assistance, education and information on how technology can be and is misused by people who cause harm, how survivors can use technology safely and use technology to increase their safety as part of a safety planning process, how agencies can use technology effectively while working with survivors, collaborating with each other and collaborating with community partners, how survivors can protect their privacy and relocate safely, and how to keep survivor data safe and confidential in line with federal confidentiality obligations. For our OVC training and TA, we'll continue to partner with Alicia Aiken of the Confidentiality Institute on these projects. We also use our expertise to advocate with policymakers for survivor-centered laws, advise tech companies on privacy and safety, and provide support to our sister Safety Net Projects around the world.

So our work as OVC training and technical assistance providers will focus on supporting grantees in implementing and navigating confidentiality obligations as outlined in the Violence Against Women Act or VAWA. These obligations will require grantees to hold survivor information confidential and not sharing that information without a survivor's specific written, time-limited, and informed consent. So by holding survivors' information confidential, grantees can support them in making their own choices about who has access to their information, which allows them to exercise autonomy. Survivors of human trafficking often face specific safety concerns unique to their situation. So keeping their identity and information confidential is vital to preventing future victimization, stalking, or exploitation.

Safety Net's been a confidentiality training and technical assistance provider for the Office on Violence Against Women for over 20 years, so we're excited to share what we've learned with you all in that process. This means we've got a lot of materials and resources developed which we'll be working quickly to adapt and meet the needs of OVC anti-trafficking grantees.

We provide training and technical assistance on a wide variety of topics under the confidentiality umbrella. So I want to highlight just a few of those today, give you an idea

of what we do. One of the big ones is why confidentiality matters. The why is incredibly important in helping survivors, our colleagues, and our community partners understand confidentiality practices, especially if your program is implementing them for the first time.

While you're probably familiar with some of the privileged community--privileges around communication or confidentiality practices of other professions, VAWA confidentiality is a strict standard to implement your work, and, at first, it can feel like a barrier to communication. But confidentiality isn't just about keeping secrets. It's about being clear about who the information you hold belongs to, which is the survivor, and putting power regarding what happens to that information back in their hands. When people outside of your program ask for this information and you can't share it, it can sometimes feel like you're being a bad collaborator, but this is where that why of confidentiality is helpful in building understanding.

I've named a couple of reasons why confidentiality is important to survivors of trafficking, but I'm curious, how do you think confidentiality practices can support trafficking survivors? If you're comfortable, share some answers in the chat and I'll read them out as I see them come in. I think a couple of the ones I named were privacy, autonomy, ensuring that people who would cause a survivor harm can't get a hold of that information. Absolutely. Lindsay said, "Safety." Charlie said, "Can increase location-related safety." Alex says, "Trauma-informed care depends on the ability to choose." Absolutely. Those are all reasons that confidentiality is so important in this work.

Confidentiality is also a strong tool to support those who work directly with trafficking survivors, so all of you. It allows you to build trust with survivors because they know that information stops with you. They can be as open and honest as they feel comfortable with and that, in turn, allows you to better help identify options with them and safety plans.

We also talk a lot about written, informed consent for release of information. VAWA requires that advocates have written permission from a survivor to share their personally-identifying information, and we provide information on how to do this in line with the regulation, as well as offer support on what that looks like in practice.

We offer best practices on responsible record creation, retention, and deletion. All of us have to keep some sort of records for our work, but how do we protect the confidential information that's stored in them, especially if they're stored in a database or otherwise kept electronically? How many of you utilize digital client records for your work with trafficking survivors? You can let me know in the chat. But I know that because tech is such a huge part of our daily lives, it's so important that we use it in a way that protects confidentiality and supports survivor privacy.

Beyond our official electronic records, this also involves avoiding disclosures by ensuring that our digital communications with survivors remain protected. If we're using tech to communicate with survivors, there's a digital trail that must be managed along

with that. It's important to consider how tech can be misused by traffickers. For example, utilizing a family plan or other data sharing on a device, which could enable them to receive messages that were meant for that survivor. All of that reinforces the need for safety planning and stringent confidentiality and data protection when it comes to communicating with survivors.

Respecting confidentiality in emergencies is one of the more difficult pieces of honoring confidentiality obligations. This could look like everything from your program receiving a demand for confidential information to a survivor's ill and you have to support them receiving medical attention. Emergencies are never easy but having policies in place ahead of time for how programs can handle those situations can support staff in maintaining confidentiality under pressure.

And to help prepare for if you do receive a subpoena for survivor information, we also offer training and technical assistance on how to respond to subpoenas, working with legal counsel to quash a subpoena, things of that nature.

So I know that is a ton of information and navigating any new obligation can be tough, but please don't let confidentiality obligations scare you. Confidentiality is a powerful tool to have in your toolkit. It ultimately allows survivors to guide the process of seeking support post-victimization by ensuring they're able to make the privacy choices that work best for them and their safety. We're so excited to partner with you all in implementing these confidentiality obligations.

So if you're excited to learn more about our work, after all of that, you can see many of our resources online. We have a website, [techsafety.org](https://www.techsafety.org/). I'll post that in the chat. [\[https://www.techsafety.org/\]](https://www.techsafety.org/) Feel free to browse if you're curious. We're also going to work on updating those resources to be very specific to your needs as anti-trafficking grantees. You can also reach out to us directly. We have an email that all of your requests can go to, and we'll respond to those as quickly as possible. [\[htconfidentiality@nnedv.org\]](mailto:htconfidentiality@nnedv.org) We're here to support you and all the amazing work you're doing, so please contact us with your questions, thoughts, and concerns. We're here to help and we're also here to learn in this space as new TTA providers. So, with that, I'll go ahead and pass it to Framework.

KRISTINA BAILEY: Thank you so much. Hi, everyone. How are you today? My name is Kristina Bailey and I am here with Framework: Tools to Combat Labor Trafficking. Joined today--joining today as well is Charlee Borg, our Deputy Director, who you'll hear from in just a little bit. And the third part of our team is Florencia Dominguez, our Technical Advisor. Next slide please.

We've heard a lot so far, so I'm going to give everybody a quick little 30-second brain break. In honor of Halloween being today, let me know which hat--witch hat are you today. A, B, C, D, E, F. I will go ahead and say that, as a mom of three who love Halloween and are very excited to trick or treat, I am probably going to be F by the end of the day on my couch eating their Halloween candy. Love it. B--aw. B is cute for me.

Super happy. A, love it. A is giving devious--kind of devious vibes to me. Oh, I saw a three-kid family. Yay. Awesome. Thanks, guys. Feel free to keep popping them in. I love to see it. Thanks for taking that little brain break with me. Next slide.

Awesome. All right. So what does Framework do? Framework is dedicated to the creation of tailored, engaging, and user-friendly labor trafficking-focused training resources and individualized support as the OVC labor trafficking TTA provider. The aim is to increase collaboration of the labor trafficking professionals in our community, improve service delivery to survivors of labor trafficking, and enhance anti-trafficking programs by supporting very intentional and sustainable survivor engagement with survivors of labor trafficking. Next slide please.

Thank you so much. Framework resources. So while individualized TTA support is absolutely an option with Framework, we also have many resources that are already online, publicly available for free for you all. So our website is--thank you so much, Charlee, [Frameworkta.org](https://frameworkta.org/). [<https://frameworkta.org/>] And it hosts case studies and educational videos. You can see some examples on the screen there. Past event recordings, summary sheets, survivor created resources. We make little one pagers. For example, we do monthly office hours that we call Brunch and Brainstorm events for OVC grantees and we create little summary sheets of key takeaways and add those to the website. And many more amazing things are available there. You can also access our two free, on-demand kind of self-paced eLearning courses. We have one on Foundations to Combat Labor Trafficking, as well as a more specialized one called Labor Trafficking Outreach Fundamentals. Those are both accessible on the website.

We're also launching, you see there at the bottom in blue, two new opportunities. One is kind of our five-class topic-focused learning collaborative series and the other is our new mentorship program. Our mentorship program is designed to support up to six OVC projects and be a longer term commitment of six to twelve months of TTA support to have the opportunity to evaluate your programming, establish goals, discuss challenges in the anti-trafficking world, and much more. And mentees in the mentorship program will be paired with a mentor and also the support will be supplemented with insight from some of our survivor leader subject matter experts. Next slide please.

Charlee, I'm going to pass it to you.

CHARLEE BORG: All right. So, in the chat, I'm going to also share our mentorship sign-up, that we'll have a QR code at the end as well. And we wanted to demonstrate exactly what kind of Framework resources look like, because Framework resources, as Kristina said, we're here for you, but we're also here to make resources that you don't see in your community. Perhaps you're partnering with an external organization and trying to do a training, check out our Resource Library. There might be something relevant in there for you. And if there's not, contact us. Reach out, email us, and let us know what you feel is needed in the community so that we can fill that gap. We have a lot of resources at Framework. We can create these videos and bring them to life. Pardon me.

And let's watch this video of Sophia's experience. And while we watch it, just think about questions you could ask to improve identification, practice skills with your staff, with your regional partners, and how you might be able to utilize this in your trainings.

PARTICIPANT: Sophia is 16 and from El Salvador. She has been separated from her mother and younger brothers for the last six months. She was initially excited to be in the U.S. and with her aunt, but things have gotten difficult. Sometimes, her aunt showers her with love and makes her favorite homemade foods. Other times, she makes Sophia feel guilty and ashamed for being a "financial burden." She says that Sophia owes it to her and to her family to work as a maid at a fancy hotel instead of going to school. Sophia's aunt keeps the money, though she says she sends some to Sophia's family. When Sophia's aunt gets mad, she says that she'll throw Sophia out.

CHARLEE BORG: So every single Framework resource, especially our videos, have little questions, answers, activities that you can utilize. So check out our resource library. And let's go to the next slide.

All right. So a little clap on the back. Some things that people are saying about working with Framework. But really at the core of Framework, everything we do is meant to be relevant for you, for your work, and for the survivors that you are working with and for because that is why we are here. Additionally, because of that, Framework takes survivor inclusion and engagement incredibly seriously. Every single thing that we have ever created has multiple survivor eyes on it.

We make sure to do our best to offer alternative consulting experiences for people who don't want to be viewed on camera. We offer ghostwriting opportunities for people who want to share their perspective but might not be comfortable writing in English or talking in English. So our resources and our programmatic goals are always intended to really relate to what your needs are, the needs of your survivors, and the needs of other survivors that sometimes we're hearing from for the first time because we try to elevate all of those varying voices. So let's go to the next slide.

Just a little bit about some of the impact of Framework. We have been able to see that there has been a change in confidence, in comfort, in knowledge base with the programs and the organizations that we have served historically. So this compares information that we have from 2019 to 2021, and this shows the changes in people who identified as not confident to entirely confident in labor trafficking identification. And these surveys were nationwide surveys with, on average, around a hundred participants. So we were able to see a decrease in not confident from 14 to 8 percent across those 2 years. And then an increase from mostly, even though it's not displayed, from 40% to 55% mostly confident in identifying labor trafficking. And entirely confident moving from 40% of our respondents to 47% of our respondents. So we pride ourselves on trying to understand that we're actually making an impact through a variety of ways, survivor-focused groups, feedback loops, provider-focused groups, feedback loops,

these surveys, but ensuring that we are actually meeting the objectives that we're saying we're trying to are really important to us.

All right. We can skip to the end. And I'll hand it back to Kristina. Thank you.

KRISTINA BAILEY: All right. So, as Charlie mentioned, here is a QR code. If you're interested in learning more about the mentorship program, that longer term, six to twelve month support, please scan the QR code. It'll take you to a SurveyMonkey that you can fill out as an application. There's also more information there in the description. Here's our website once again, frameworkta.org. That's where you can see like our Meet the Team. You can sign up to get our listserv, our newsletters every month. You can learn more about all of our resources, request TTA, join us on this subject matter expert roster, and many more things there. Charlee is also dropping it in the chat. Thank you so much.

And, lastly, thank you. Happy Halloween from the Framework team. Here's our three team of myself, Charlee, and Florencia as little ghosts. And if you scan this QR code, it'll take you to just a quick little survey where it says like, "Do you want to join the listserv?" If this is easier for you, you can add your name, your information there, and we will handle the backend for you. So there is a QR code there. Feel free to scan it, save it as a tab on your phone, come back to it later, whatever feels best for you. And I believe we're handing it over to the Financial Management Resource Center.

TARA KAY: Hello, everyone. My name is Tara Kay and I'm a Grants Financial Management Specialist with the OVC Financial Management Resource Center. And I'm delighted to spend some time with you today to tell you more about the Financial Management Resource Center and what we have to offer you.

The Financial Management Resource Center serves OVC Anti-Trafficking and Discretionary Program grantees with culturally humble, trauma-informed, financial management training and technical assistance. This means we realize the ways that trauma can show up even in financial management and we resist dynamics that are re-traumatizing. Our approach is relationship-based and honors individual and community beliefs, customs, and values. The Financial Management Resource Center believes a strong financial foundation not only promotes internal capacity but also supports services in your community. Whether you're just getting started or an expert at managing your award, we are here for you.

And at this point in the new grantee orientation, how many of you feel like you can already benefit from grants financial management assistance? Go ahead and raise your hand or type into the chat if you feel comfortable.

You may have noticed our logo is a hummingbird. Hummingbirds are messengers of hope and renewal. They are intuitive, loyal, and fierce. Our logo was designed to honor the strength and resiliency of survivors and those working to transform their communities. It is our hope that we can play a part in supporting your efforts to help

demystify grants financial management. Through our assistance, we help navigate complex rules and requirements, allowing you to concentrate on your critical and life-saving work.

So exactly what is grants financial management technical assistance? Well, in short, the Financial Management Resource Center offers individualized support, at no cost, to OVC anti-trafficking and discretionary program grantees. We have a team of dedicated financial specialists uniquely qualified to assist you as you manage your federal award. Technical assistance is typically delivered virtually by email or phone. However, support can be provided in-person at your organization. Of course, we also offer trainings, tools, and other resources specific to your needs.

Financial Management Resource Center team is deeply committed to supporting grantees, as we look at the next slide, when you navigate the complex world of grants financial management. Managing funds effectively ensures that the resources are maximized to the fullest extent possible. So what does assistance actually look like? Well, it can be guidance on monthly, quarterly, and annual grant finance cycles. It can be support with staying in compliance with award conditions. It can be feedback on your financial policies and procedures. It can be a step-by-step walkthrough of grant modifications. And it can be assistance in preparing for a site visit from your grant manager.

Next slide. Some of the specific issues we can help address include getting budgets cleared, removing award conditions that withhold funds, drawing down federal funds, projected spending and budget to actuals, revising budgets, orienting new fiscal staff, and submitting financial reports. If any of these topics are new to you, please don't hesitate to reach out. We are happy to explain further.

Now, earlier this year, the Financial Management Resource Center surveyed grantees about what would be helpful in terms of assistance, and we thought you'd like to see what your peers are reporting as their challenges with grants financial management. This is what they said. I'll read a few of the top responses. Staff shortages and/or turnover, lack of training on compliance, cash flow issues, tracking expenditures by budget category, managing and monitoring subrecipients. How many of these topics resonate with you? Feel free to raise your hand or type into the chat if you feel comfortable sharing. The point is you're not alone and you don't have to figure it out alone. That's why the Financial Management Resource Center is here.

Now it wouldn't be a conversation about grants financial management if we didn't mention financial reporting. How many of you feel ready to file your Federal Financial Report that's due in January? You can either raise your hand or type into the chat. We know we have some grantees with us today that are new and others who have experience with reporting. Whether you're new or existing grantee, there are ways we can help. From the technical aspects of filling out the reporting form to reviewing your internal tracking process, we are here to help figure out what works for you. And here's our tip for today. Financial reporting is due quarterly. Even if you have zero dollars to

report spending so far, the report itself is still due. Remember, a late report means your funds will be frozen, so mark your calendar.

While we're on the topic, another thing to put on your calendar is the DOJ Online Grants Financial Management Training. This training is required for whoever is the grant award administrator and whoever is the financial manager in JustGrants. It can be completed within 120 days of accepting your award. And I recommend getting a soothing beverage and delicious snack and settling in for a good amount of time to get this done. Again, just a reminder, if it's not done on time, your funds will be frozen. So be sure to save your certificate of completion, email it to your grant manager, and upload it to JustGrants. If you have questions about how to use the information in the training, don't hesitate to reach out to the Financial Management Resource Center.

Now as you're aware by now, OVC provides substantial funding for anti-trafficking efforts. OVC also commits to the success of grantees by ensuring training and technical assistance is available. That's where the Financial Management Resource Center comes in. Along with several other providers, we are here to offer support to you as you navigate your award. We want grantees to be aware of all the resources and support available to you. There's no reason to spin your wheels or reinvent the wheel. Chances are, if you're looking for something, we can help you find it. If you need a tool or resource, it's probably already been made and we're happy to share.

Speaking of resources, I'm going to highlight a couple of them next. The first one is the DOJ Grants Financial Guide. If you aren't familiar with the DOJ Grants Financial Guide, it's a critical resource. In addition to the grant notice of funding opportunity, your own application proposal, and the award package, this guide will be a frequent go-to. I've been working with OJP funding for over a decade and I still refer to it on a regular basis. You can save a PDF version to your desktop, print it, or access it through the webpage.

The next resource to take note of is the JustGrants training website. It's a collection of resources for folks who use the JustGrants Federal Grant Management System. Here's a list of the financial topics covered by video, job aid, checklist, and even live training. This is a good resource to bookmark because it has a lot of technical procedures you'll need to know. These are things you might not do very often and can't be expected to memorize. But, ultimately, what you really need to remember is where to find the information and that help is available.

With any given question, an easy place to start is the Financial Management Resource Center site. You can find the site on the Office of Justice Programs website in the Training tab. From here, you can easily call or email us for assistance. You can also find plain language information on grants financial management, recorded trainings, and direct links to relevant resources. The team of financial specialists working on the project have been OVC grantees themselves and we are happy to now walk with you through your federal funding journey.

In addition to individualized assistance and the website, the Financial Management Resource Center offers trainings and gatherings. In the fall of 2024 and throughout 2025, we have a variety of activities planned. We will host regular office hours for grantees to join us and ask questions in real time. And some of the upcoming training topics include new grant administrator training, indirect cost rates, subrecipient management and monitoring, tips for submitting and editing Federal Financial Reports, top 10 monitoring findings, budget clearance challenges. In fact, we want to highlight that our budget clearance webinar is taking place on November 19th at 2:00 PM Eastern. If you'd like to enroll, we'll put a link in the chat so you can save your spot.

We are here to support you and we want to hear from you. You can contact us through email, phone, or website. You can reach us by email at askfmrc@usdoj.gov. You can also give us a call at 202-572-9500 or check out our website at ojp.gov/fmrc. We hope to hear from you soon. Thank you for all your wonderful work. The Financial Management Resource Center is honored to support you. Take good care.

LINDSAY WALDROP: Thank you so much. I am pretty blown away about that wealth of information and resources that was just presented to us. Thank you so much. I hope everyone on the call knows that OVC has always seen training and technical assistance as an opportunity. Asking for assistance is never seen as a negative. It's always a positive because we can all continue to do better in our programming and learn from the field as it evolves. So we really hope that you will reach out to these resources that are available to you, again, across programs. So if you're interested, please reach out or continue to learn more and we will continue to make them available to you.

I was so stern with all of our presenters. Thank you on our timing. And we did have a little bit of additional timing. If anyone has any questions, they would either like to come off mute or pop in the chat. We would love that. Any questions that you might think might be applicable for everyone today. To come off mute you would just need to raise your hand or just put a little note in the chat that you have a question.

Well, gosh, there's no questions? Please know that this information is going to be available on our foundational trainings page. We will also be following up with other additional information and opportunities for you to learn about these TTA providers. So, again, thank you to each of our presenters today for your time. That was amazing information and we really appreciate it. Thank you so much.

DARRYL FOX: So on behalf of the Office for Victims of Crime and all of our panelists, we want to thank you for joining today's webinar. This will end today's presentation.