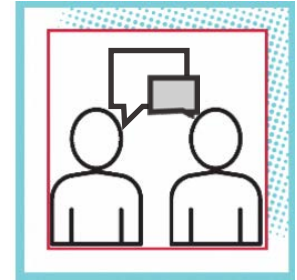




During Framework's **Provider Perspectives: Increasing Identification Through Labor Trafficking Outreach** event on October 29, 2020, panelists Rachel Parker, Regina Bernadin, and Renán Salgado shared their paths to the labor trafficking field and practical tips on developing strategies and partnerships that foster effective outreach campaigns.



INSIGHTS AND RECOMMENDATIONS

- **Leveraging partnerships is key.** Teaming up with regulatory agencies, nonprofits with ties to target communities, and employees or buyers along product supply chains will maximize your outreach efficiency while decreasing your direct outreach efforts. For example, training supply delivery staff to identify and share information on exploitation can increase your reach to vulnerable workers in hotel and motel settings.
- **Incorporate client and survivor voice** to improve strategies and help you to evaluate initiatives. Information on how clients accessed services, where clients spent time or accessed businesses, and what barriers kept survivors from connecting with services will help you to create tailored and effective outreach. It is also important to utilize survivor input on images, language, and representation to remain trauma informed. Remember, a victim-centered approach should touch each stage of client interactions.
- **Stay current on emerging trends and research** in your area and the anti-trafficking field. Census and regional demographic data can give you an understanding of language and population gaps. Utilizing information available from regulatory agencies and enforcement partners can provide you with insight on local industry trends and labor, health code, and/or visa violation hotspots. Stereotypes and misconceptions divert funding and energy away from clients in need. It is important to commit to a monitoring schedule to evaluate your outreach campaign efforts and to challenge gaps in engaging the populations and industries you are targeting.
- **Safety plan prior to conducting outreach.** Strategizing to keep staff safe and comfortable is an important step in outreach development. Policies should be in place to help staff prioritize their safety. Safety planning training should include considerations for interacting with possible traffickers, monitored clients, and in dangerous situations. Safety procedures should consider differences across outreach styles whether it is in person, online, or with indirect materials.
- **Consider cultural and language barriers.** Developing partnerships and plans to serve clients that speak languages unavailable at your organization is important to serving a community. If there are populations in your area that are not being served, be curious if your agency reflects regional demographics. If not, you may want to consider what barriers are keeping individuals



from that community from applying or being hired—not to mention being served. Organizations should prioritize survivor leadership in their Diversity, Equity, and Inclusion (DEI) plan, which will assist in conducting outreach and servicing directly impacted populations in the area.

- **Establish a comprehensive referral network.** Outreach is only the first step in client connection. Be prepared to support clients with diverse medical, mental health, financial, and legal needs. Once services are in place, they can even be shared on outreach materials.

A Note from Framework's Advisory Panel:

When survivors connect with a service provider, they are at an important tipping point. Service providers have a responsibility not just to help survivors exit an exploitative situation, but to meet immediate needs, create a plan (in partnership with survivors) to address longer-term goals, and ensure survivors know their rights, have access to resources, are informed of all their options, and are empowered to make their own decisions.

Panelist Q&A

Thinking of addressing systemic issues, how do you incorporate larger worker justice issues into your trafficking outreach? Do you find it effective to use worker rights narratives in trafficking outreach?

The effectiveness of incorporating worker rights narratives and establishing trust in trafficking outreach is dependent on the target audience and their history. In general, incorporating working rights narratives helps connect messaging to communities that may be at risk of labor trafficking and shows vulnerable domestic and foreign populations you care about them and their experiences. Workers rights narratives are important to educate impacted communities and system stakeholders. Survivors experiencing criminal exploitation that does not rise to the level of labor trafficking will not have access to all the same resources as survivors of labor trafficking do, so it is important for organizations to expand their network of partners who can unite around supporting worker justice issues (e.g., task forces, labor unions, the Department of Labor).

We sometimes have issues reaching labor unions -- any advice for how to approach them?

Successful partnerships with labor unions is the result of established collaboration, bilateral education, attendance at labor federation meetings (maybe even membership), sharing stages at rallies, and being invested in the success of their movement.

Do you provide permanent supportive housing, job skills, and job placement?

The agencies represented on the Provider Panel offer various services. Some include wrap-around services for housing, employment, psychoeducation, and legal assistance provided in-house while some connect clients with these services through community partners.



What organizations do you recommend to diversify a multi-disciplinary team?

Effective multidisciplinary teams should be informed by regional players and trends in your clients' needs. Common players include human trafficking organizations, anti-violence organizations, occupational health clinics, faith-based organizations, local law enforcement, medical personnel, legal services, and fellow service providers.

What creative solutions provide economic support to survivors, since so many are vulnerable in part because of poverty or inability/barriers to join the formal work environment?

Include a financial assessment as a component of your needs assessment. Together, the caseworker and the survivor can then develop an individualized empowerment plan. This plan may include collaborating with employment partners, financial literacy initiatives, apprenticeship programs, and other economic opportunities that diversifies the financial assistance and job skill training provided by the anti-trafficking program. It's also important to look inwardly at your organization and assess how you can better prioritize survivor access in your Diversity, Equity, and Inclusion (DEI) plan.

RESOURCES

- [Human Trafficking Outreach Toolkit](#) – This toolkit developed by Project TRUST (Trauma Response to Uplift Survivors of Trafficking) provides practical tips and examples on how to create trauma-informed outreach campaigns directed at partners, community members, survivors, and donors.
- [Directory of Visa Categories](#) – This resource provides an overview of all visa types available to U.S. immigrants.
- [Visa Hotspot Tool](#) – This tool, developed in partnership by Legal Aid Society out of Illinois, show H2A and H2B visa worker locations by state.
- [Violations and Enforcement Data](#) – This tool, developed by the Department of Labor, shows labor violation histories across states. from DOL

To learn more about Framework or to request training, technical assistance, or individualized support on labor trafficking, visit us at [Frameworkta.org](https://frameworkta.org)
