

NHTTAC Emerging Issues Labor Trafficking

Jenna Novak:

Good morning to those joining us on the West Coast. Whether today's pandemic has you more busy than ever, or has provided you with some time to reflect, we are so grateful that you have joined us to learn about emerging issues around labor trafficking outreach identification and response. As we get started, we want to do a quick audio check, which -- I should have looked at the chat when I said that the first time around. So, now it sounds like you all can hear me. Hello, thank you for bearing with us. I'm so sorry about that.

So, throughout this webinar, please type any questions into the chat box where you are all now chatting. We appreciate it. We will be answering questions during a discussion at the end of the presentation.

So, as you all know, as with all technology, we may experience lapses in today's presentation, especially with the majority of the country now working remote. One of our presenters is working from home with a 4-year-old. So, if you hear a child in the background during her presentation, feel free to laugh and just smile along with us, and try to tune it out. And know that in the event of any kind of problem, be patient. Remain on the line and the webinar will resume shortly.

So, my name is Jenna Novak. I am the deputy director of the National Human Trafficking Training and Technical Assistance Center -- or NHTTAC. We are funded through the HHS Office of Trafficking in Persons -- or OTIP. By applying a public health approach, NHTTAC builds the capacity of communities to identify and respond to complex needs of all survivors of human trafficking and address the root causes make people vulnerable.

Today we'll be discussing emerging trends, new research, and case studies on the development of public/private partnerships to leverage community resources that provide services to individual who -- individuals who have experienced trafficking or may be experiencing trafficking. We'll dive deeper into new tools and research for outreach, identification, response, and risk reduction strategies for foreign nationals and migrant workers, not only in the agricultural industry, but other industries that are also high-risk for trafficking.

I am thrilled to introduce you to today's three outstanding presenters. All three are front-line staff working with those who are at risk of experiencing or have experienced trafficking. Due to today's global pandemic, they are working in overdrive to meet critical demands, ensuring those we serve do continue to be supported.

We want to give a very special and heartfelt thank you to one of our presenters, Makini Chisolm-Straker. Makini is a doctor in the emergency department at Mt. Sinai Hospital in New York City. He's at the epicenter of the fight against the coronavirus and is selfishly -- or selflessly, excuse me -- working for those who are sick: individuals, families, the larger New York Community, and the entire country. Makini, we cannot thank you enough.

So, on to some of our other presenters as well. Gonzalo Martinez de Vedia is the program

manager for the Buffett-McCain Institute initiative to combat modern slavery, a comprehensive program to counter labor trafficking in the agriculture sector in Texas. Previously, he served as senior policy associate for Humanity United, where he helped manage the Alliance to End Slavery and Human Trafficking and as a human trafficking specialist for the Worker Justice Center of New York, where he led targeted outreach to high-risk workplaces and led several multi-agency anti-trafficking task forces.

Makini Chisolm-Straker has been engaged in U.S.-based anti-trafficking public health work for more than 10 years. Dr. Chisolm-Straker educates healthcare professionals, social workers, and students about trafficked patients, as well as conducts research to improve evidence based in this field. In 2013, Dr. Chisolm-Straker co-founded Health, Education, Advocacy, Linkages -- or HEAL Trafficking, a national organization of multi-disciplinary professionals working in the anti-trafficking field. HEAL serves as a centralized resources for public health for the broader anti-trafficking community and as a resource on human trafficking education for the health sector.

Julissa Ponce is a case manager for the U.S. Committee for Refugees and Immigrants. Previously, she provided comprehensive case management to H2A visa holders and migrant workers, specifically for individuals who experienced labor trafficking. She has also assisted clients in navigating complex systems, including workforce development, legal aid, U.S. Department of Education, the medical system, and the criminal justice system. Ms. Ponds is a founding member and formal lead of the Iowa Anti-Trafficking -- Anti-Labor Trafficking association, a member of the Migrant Seasonal Worker task force, and the Iowa Work Force Development Migrant Outreach team. She's helped with five generations of migrant workers.

So, again, we can see that they all have a wide range of expertise, and we're thrilled to have them here today.

What I want to do is do a poll. We really want to get a sense of who is on the webinar today and what type of industries you all interact with. So, if everyone can please go ahead and respond to the poll. I can go ahead and read that out loud.

Does your anti-trafficking coalition or task force network include an agency that performs any of the following? Ones that interact with construction workers in response to complaints; provides outreach to factory workers; interacts with hospitality, or restaurant, or hotel workers; all of the above?

If there is an "other," please go ahead and type that information in to the chat box now. It'll really help us in continuing to provide you with information throughout this webinar.

Okay. So, we have some Department of Juvenile Services, tribal nations, farm workers, agriculture. Great. We assume that there would be a lot of -- people who worked with individuals in the agriculture industry. That's great.

We're getting a sense of others here. We have intimate partner violence. We have someone from the human trafficking hotline. Welcome. Police departments, crime victim advocacy, children

and youth. This is great.

So, we have a wide variety of different types of industries that people work with. We're really thrilled to have you here today. We will make sure to keep this interesting to everyone and pull in other aspects of those different industries that you all work with. And -- but again, you know, we'll be really focusing on labor trafficking in the agricultural -- agriculture community and migrant populations. Okay.

So, what is human trafficking? Human trafficking occurs when a trafficker exploits a vulnerable victim by using force, fraud, or coercion to make them perform commercial sex or compelled labor. There are two types of trafficking -- both sex and labor trafficking. Sex trafficking is the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of commercial sex, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age. So, if there is no force, fraud, or coercion there, and someone is under the age of 18, then that is still considered human trafficking.

Labor trafficking is the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through the use of force, fraud, or coercion, for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. So, this definition comes from the Trafficking Victims Protection Act, which was passed in 2000, and is the federal law against human trafficking in the United States.

This particular webinar is not going to go into detail about what human trafficking is generally, but rather, we'll focus on innovative methods, tools, and research to outreach, identification, and service provisions of individuals who may be at risk, experiencing, or have experienced labor trafficking. At the end of the webinar, we'll share some resources that are available to further explore how behavioral health and healthcare professionals, social workers, and public health officials can understand and respond to trafficking. And we will be sending this out to everyone who is registered as well as to our listserv. So, you will all have that information.

Okay. So, we want to do another quick poll with you all, to get a sense of the type of work that you all are doing within this space. So, please let us know: are you doing outreach work? Are you working directly with victims or survivors? Are you working in healthcare? Are you working in the legal -- in the legal field? And again, if it's "other," please feel free to put that in the chat box as well.

Okay. We have a lot of people who sit on different task forces. That's great. And it looks like most of the people who are in here are working doing direct outreach or direct work with individuals. So, wonderful. That's exactly what we are going to be speaking of today. Some of the things that are coming in through the chat box are different prevention work, survivor leadership -- that's wonderful, so that we can -- you know, you can bring us back to all of the types of work that you do.

Everything that we're talking about, I think, is going to -- you'll be able to connect to the field that you're in and the job that you're doing. So, again, you know, it looks like we have the right

audience, and I'm thrilled to be able to continue to provide you with this information.

Okay, so, we all know that anyone can be affected by trafficking, but there are some populations that are at a higher risk, that you may encounter in your work. Some of these are listed here, but they're not limited to who we have here. We'll really be speaking more closely, today, to migrant and seasonal workers, and we'll get into disconnected youth, as well. And I want to -- "disconnected youth" is a term that may be a little bit newer to some of you on the phone.

So, we look at disconnected youth as, really, anyone who may be more at risk of trafficking. And so, some of those examples are runaway and homeless youth, youth who are ages 18 to 24, those who are in foster care, or who may be aging out of foster care soon, unaccompanied minors, unaccompanied foreign national minors. Those are just some examples of the way that we talk about disconnected youth. So, we'll touch upon all of these, but again, the focus will really be on migrant and seasonal workers, and some disconnected youth.

And so, while it's important to keep in mind different vulnerable populations and trends in trafficking, remember that traffickers are really equal opportunity exploiters. So, human trafficking victims can be any race, gender, identity, sex, age, or profession. There are certain populations that are particularly vulnerable, but don't let stereotypes cloud your judgment when looking for a potential victim.

I want to take a moment to address the coronavirus, and how it is affecting not only survivors of trafficking, but all of us within -- working within this field, really, and throughout the entire country. So, as you are all aware, COVID-19 has impacted the nation on many different levels and in many different facets of society, and the field of trafficking is no different.

Many survivors in the field work as independent contractors, or directly for survivor-led organizations, which they rely on for a steady source of income. Healthcare workers are putting it all on the line in order to serve patients. Direct service agencies are similarly impacted, as legal counsel, care support, and case management becomes virtual and moves online. As in times of disaster response, we recognize the disruption to local services, housing, and economic stability, as well as social disconnection, can further increase risk for victimization and exploitation. Most importantly, we're hearing how this is impacting those we serve directly -- of those with lived experience, and providers that are serving those experiencing trafficking.

So, as we continue to navigate these uncertain times, know that NHTTAC, through the Office on Trafficking in Persons, is working with survivors and allied professionals to identify innovative solutions to overcome these barriers, and push information out, into the field. NHTTAC is committed to reducing the vulnerabilities of those most at risk of trafficking. They're increasing access to trauma-informed services for all survivors, and to strengthen short, medium, and long-term health and well-being of survivors of trafficking.

This is especially the case during times of crisis, and as such, we have begun to proactively reach out to other technical assistance providers, to service providers on the ground, to our expert consultants -- including those with lived experience and allied professionals in the anti-trafficking field -- to identify some of these strategies -- to identify strategies of some of these

challenges. And we'll be sharing those resources with the wider field, eventually.

We're also strengthening our remote technical assistance offerings and peer review opportunities during this time, especially for consultants that we work with, with lived experience. So, we're all seeking social connection right now, more than ever. So, professional development for your organization is one opportunity to do that. But most importantly, please continue to take care of yourselves and each other during these times.

So, as we said, labor traffickers often make false promises of high-paying jobs and exciting education, or travel opportunities, to lure people into horrendous working conditions. Individuals who experience trafficking find that the reality of their jobs prove to be far different than promised and must frequently work long hours for little or to no pay. Individuals who are experiencing labor trafficking may be found in private homes, in elder care facilities, in factories, in farms, in ranches, restaurants and bars, construction sites, hotels, casinos, massage businesses, door-to-door sales, strip clubs, nail salons, and other labor sites. They're really in any industry within the United States.

And migratory populations are especially at risks, for a number of different reasons. If coming into the United States from other countries, they tend to not have the full U.S. legal protections that are available for U.S. citizens. They may not know the language and know their rights within this country. Traffickers hold onto passports, so the guest worker visas expire, thus, making the individual in this -- be in this country illegally. Whether a foreign national or a U.S. citizen, moving from place to place makes it so that people are disconnected from their support system, and the -- unaware of resources in their area. And so, this is one of the reasons why we're really focusing on migratory populations, and how to get access to them and provide them with resources that may prevent or assist them.

So, I'm going to turn it over to Gonzalo, so that he can start to talk through some of the outreach strategies he and his team have been coming up with on the ground in Texas. Gonzalo, it looks like you are on mute.

Gonzalo Martinez:

Okay, I think I'm on. Can everyone hear me? I'll just look at the chat box, here.

Jenna Novak:

Yes, we can hear you.

Gonzalo Martinez:

Great. Well, I will dive right in, because I know these next 15 minutes are going to fly by. So, again, my name is Gonzalo Martinez. I'm managing the Buffett-McCain Initiative in Texas, which has been a three-year pilot to test different interventions against just one type of labor trafficking, which is agricultural labor trafficking, across 74 counties in northwest Texas and the Rio Grande Valley, in south Texas. And I've just pulled a few of the things that we've started to share about early findings from that pilot into a brief slide show, so that you all might be able to learn from mistakes that we made, or some successes that we have been finding.

And to begin that discussion, I wanted to get a sense, through this poll -- it's a little more detailed than the ones before -- about, specifically, how you interact with populations. So, it was really great to see, in the initial polls, that many of you have touchpoint to direct outreach, or other means, to high-risk workplaces, such as construction, factories, and of course, farm workers. But it is interesting now to see, in this poll, that it seems like the proportion of you all that actually have a proactive outreach program is relatively low.

And even -- well, just about -- just as low, for the real E point, C, which would be to meet with farm workers without the employer present, to discuss any type of abusive situation. And those of you who work in this particular sector would not be surprised to see that -- there are many reasons for that. But it's a point that I want to focus on throughout the next 15 minutes, because it's something that I've learned through experience, and that I've learned a lot, actually, through a consultant that we have at the program, who has gone through some of the issues with the agricultural sector himself, and has shared his experience so that we can create better systems around labor trafficking and identification response.

His name is Juan Carolos Jimenez Luna [spelled phonetically], and he has shared a lot of insights, most recently with the San Antonio Express, in an article called "The Harvest of Pain." So, if you want to learn more about him and his work, or reach out to him for more technical assistance, again, that's Juan Carlos, and his latest publication was "The Harvest of Pain." And one of the things Juan Carlos really stresses when he talks about what went wrong with the systems that were meant to identify him or provide him some form of relief, was that very often, the agencies that were showing up in his workplace did not give him the confidence that if he were to make an outcry or disclose any of what was happening, that they wouldn't just turn around and, essentially, provide that information to the trafficker.

And some of those fears were founded, and some of them were more related to the perception he had, that the agencies that were showing up just were not paying attention to the privacy concerns that he had and the real power dynamics that were happening on the farm. And I think these can apply to almost any sector, but they are particularly difficult in the agricultural sector. And we will dive into why over the next couple of slides.

So, before we do a little more about our program here, in Texas, I will move the slide here, and see if it goes -- okay. So, if you're all looking at a map here, I will kick off by just saying that I recognize it's an absolute privilege for me to be able to tell you that we had secured the private funding to even do this type of outreach. So, I'm not expecting that the average state would have had the chance to launch an effort like this. Normally, I'm sure -- I know, actually, from conversations with many of you -- that many agencies would like to have more of a proactive approach, but ultimately, many of these programs come down to funding. So, shout out to all the development people and grant writers who are working to make this a reality in other places.

So, like I said, we were very lucky, in Texas, to have this three-year commitment to fund some really targeted, really proactive field outreach to focus on the agricultural sector. What that has translated into over the past grant cycle is that we interacted with about 11,000 workers, and did that for the sole purpose of informing workers about their rights in confidential and private settings, in order to provide them options for referral to social services, law enforcement, legal

aide, or any other type of service that they might need. And when we did that, we made an educated guess about the fact that, for every 100 workers we spoke with, maybe about half of them would have had some type of employment-related issue. And then, a third of the total might be experiencing indicator of labor trafficking.

Now, that's very different from saying that we expected that 25 percent, or 31 percent of the workers were trafficked, in the sense that would meet the standard for, you know, TVPA, or that a prosecutor would move forward with their case. Every agency has different standards. However, what the research has shown up until now, and what our own experience in Texas is corroborating, is that out of 100 farm workers you speak with, about a third of them will say, "Yes, I have experienced forms of coercion, force, or some type of bait-and-switch scheme at work." And of course, you know, these studies are coming out of California and North Carolina, and now, the limited work that we did in Texas.

You might think of these as some of the real big, powerhouse agricultural states, but I hope that even those of you sitting in smaller states or areas that are not necessarily known for agriculture - I promise you, because I've spent a lot of time with the data, that two to 3 million people who are on wages on farms truly are spread out, from coast to coast, in a very diverse set of agricultural workplaces. So, I would say, even especially for states that have not had dedicated worker centers or unions going out to the field, all it takes is one dairy farm that has sub-standard labor practices, and a group of workers in a trailer in the back of a parlor -- that's all it takes for a labor trafficking case to take hold. So, hopefully, you all are finding this information relevant to wherever you are.

But again, we made a guess that a certain percentage of farm workers would be having these experiences, and that if we went ahead and created uncompromised avenues of communication with them, a certain percentage of them would decide to take us up on an invitation to reach out to legal aid or social services or law enforcement, to keep exploring what rights they have and what other options they have, if they explain themselves in a bad predicament. Specifically, within the early interviews we did with workers, only in some southern Texas, Rio Grande Valley counties, the specific experiences that people were reporting -- all of these should be pretty familiar to you all, from knowing the indicators of labor trafficking and human trafficking. When you start to overlay those percentages into the population of the farm workers in your state, you start to get the picture, as we did, that it was very likely that -- at least, in Texas -- potentially, thousands, if not tens of thousands of farm workers might have a story to tell, and needs around labor trafficking.

So, the question then became, how do we target our relatively limited resources to try to connect with as many of that sub-population that has that need, out of the overall population? And that's a part of what I want to share with you today. It worked out that, because of the timing of this presentation, when many of the outreach teams around the country are working from home, this might be as good a time as any other to dig into some of these digital tools. And I'll share a little bit about what we've done with this, and how it's helped make our team a little more cost-effective.

So, going from that big picture of knowing that there are almost 150,000 farm workers in Texas,

knowing that we would only be able to reach, if we were lucky, 10 percent of that population, how did we decide where to send the seven outreach workers? What areas did we prioritize? Well, in order to begin to answer that question, we did a lot of research into the existing databases that are publicly available to all of us, in every state that we are.

And as you can see here, we heavily relied on governmental data. All of the agencies on the screen, from wage and hour to the more local, state, regulatory, and enforcement agencies have left us a trove of information of -- from decades of inspection, complaint resolution, enforcement actions, that don't necessarily guide us directly to labor trafficking cases, but do begin to give us an idea of what area of the state might have the most going on by way of sub-standard employers in the agricultural sector.

And if we had an hour, I would break this one down sort of layer by layer, but this is a summary map of what we are able to do using GIS [spelled phonetically] mapping technology. If you have anyone in your team or in your task force that is interested in geospatial analysis, this would be a great project for them. This is one that we created at the office, with our relatively limited time and resources. So, if we could do it, maybe some of you with a bigger team might be able to take this on, as well.

What you are looking at there, on the left, for example, is that we took 20 -- actually, 30 years of U.S. Department of Labor violation data. We filtered it down for the industry codes for agriculture, and we looked for parts of the state where there is an unusually high number of repeat offenders, right? So, proportional to the population of farm workers that they have, the hot spots on that map are employers that are accounting for a disproportionate amount of sub-standard labor practices.

Again, these are not all labor trafficking violations, but our theory is that if you have a general culture of non-compliance in a workplace, if an employer is willing to cut corners on health and safety, willing to cut corners on housing, transportation, wages. You could make an educated guess that it might be the same employer or that same management team that's willing to delve into force, fraud, and coercion. That was our idea of targeting these places and so far, I can say that it has paid off by way of connecting with workers who needed additional resources. So I do recommend diving into these data sets and if you don't have DOL on your task force, of course they should be at the table, but these are data sets that you would be able to find yourself clicking around the DOL website at your own pace. So that's something to look into.

Of course, you know, before you even dive into that, I would recommend actually the top bullet up here, the 2017 Agricultural Census. It's 2017 but the numbers only came out very recently. That'll give you an idea of where the workers even are, right? DOL also provides all the information about H2A visa and where those visa workers are headed with great specificity, all the way down to the housing address. I would caution not to fixate on H2A. We find in our program that too often partner agencies conflate H2A with the entire agricultural workforce, and what I actually notice in that is I think we have a bias towards things that leave a paper trail, right? So H2A worker are announced and recorded online and we are easily able to reach out to them because their addresses are online, and I think that's great, we absolutely should be connecting with them especially during this time. However, even if you reached out to

everything single agricultural worker in the H2A program, you would still only be meeting about a quarter-million farmworkers and like we said before, 2- to 3 million workers in the United States make a living on a farm so let's not leave the rest of the workforce out of sight and out of mind because we know that the risk is there as well for them.

So going forward a little bit into when the rubber hits the road and you are making that direct outreach or in some way relying on a partner agency to make that connection with the workers, here are some things to keep in mind that that I think many of you might already be familiar with from your own work.

I'll reiterate Juan Carlos's point that being -- him, you know, someone like him being able to interact with you away from managers and employers is absolutely crucial. I think we have to keep in mind when we think about other agencies like migrant education, migrant health, the way that they approach outreach is going to have to by definition look different than how we approach outreach from a rights -- legal rights, anti-trafficking perspective. The migrant ed and migrant health agencies, as much as they do, are often relying on the employer to provide access to the workforce. It allows them to meet their number to get their -- get workers enrolled in health services or educational service. In that case, the interest of the employer is often lined up with the interest of the outreach worker. That changes -- that power dynamic changes when your role is to be there to inform workers about their rights and specifically inform them that if they have an abusive employer or an abusive manager, they have options to escape that situation or leave that situation with your help without the manager being tipped off.

So by definition we would not want to be accessing the workers by asking permission from the employers and managers to meet those workers. A labor trafficker who is a manager would simply say, "They're not available right now," and you would miss your opportunity there so what a lot of agencies rely on is right of access, meaning even if workers are being provided housing free of cost or as a part of their employment, they still have tenant rights and they have the right to decide who is a guest in their working [unintelligible] that can be one of the best -- got a little echo there, but I hope you all can still hear me.

Now, thinking, you know, about someone leaving a situation like that, again, usually it's not that they don't have a phone in your pocket, it's not that they don't know that they could call law enforcement or call the outside world if they wanted, it's often that they've made a risk-benefit analysis about where they are and they've decided that for many, many reasons that that is not their best option at that time. Our work as outreach people is not to make that decision for them, of course, but rather to broaden the number of tools that they have to decide what to [inaudible] go.

One of our experiences in Texas has been that we often meet workers who tell us that they did not know they had certain rights, or they were not aware that certain services were available to them, and once they get to trust our team and get to know us, they start to make the choice to use those services instead of staying in an abusive relationship. That is very different from simply wanting to identify something from afar than make the choice for workers to bring in an outside agency. We'll always want to leave that choice up to the people involved with, of course, some exceptions for special circumstances.

So kind of moving on here towards the end of my part, and I think we'll have a chance to have a discussion later, so I'll be happy to think through your questions towards the end. It's our job with everything that we have learned about what has gone wrong before to anticipate risk, anticipate the usual pitfalls, and have a plan to mitigate them. One of the common issues can be that even if you are showing up unannounced for the purpose of informing someone about their rights, an employer might assume that you could only possibly be there because someone called you. And that's something you want to learn about very quickly from the workers because there are situations where people could lose their job just based on the perception that someone blew the whistle on something that was going on.

When we went out to 74 counties in Texas, there are places -- there are driveways we went down where workers have told us no one has visited in many, many years, so just by your mere presence you will create a certain dynamic and it's on us as outreach folks to figure out what that dynamic's going to be and mitigate any risk of that, kind of, backfiring on the worker.

And finally, you know, especially in the in the context that we're headed into now with farm workers being designated part of the essential workforce, many people have always made very difficult decisions about migration, about using substandard jobs in order to send wages back to their families, and then put food on the table. Often when people have to decide whether or not to take you up at an invitation to move on from that job, even if it's an abusive job, one of the considerations is going to be that income and that is something that I think, again, as part of that conversation with the worker, we have to always keep a lot of perspective about the bottom line and that would be we would not want to impose our choice about what is best for that worker and decide well, yes you are making this wage, but, you know, things were bad enough that you shouldn't be here at all. I think ultimately we would want people to have a safe workplace but the journey to that -- to that situation can look very differently for different people and sometimes that can really start with thinking about people who are relying on that paycheck every other week in order to put food on the table, so we'll keep thinking through that as we go the rest of the presentation.

I think we have another presenter who also has a lot of expertise with farm workers today, so looking forward to hearing that part of it and learning more about this, and like I said, I hope that even if you don't have farm workers in your area, you realize that a lot of the applicable to other work forces like construction workers, day laborers, domestic workers, so really relevant to any part of the country that you might be. I'll leave it there for now, thank you all.

Jenna Novak:

Thank you, Gonzalo. Okay, so next up we have Makini who is going to be talking about different researching tools for identifying potential labor trafficking. Makini?

Makini Chisolm-Straker:

Yes, I'm here. Hi.

Jenna Novak:

Go ahead.

Makini Chisolm-Straker:

I don't think [unintelligible] whole part over because I can't [laughs] I can't actually move that one -- that part, sorry. Thank you. Okay so before we get -- before we started, I really just wanted to check in and see what folks' thoughts are about some indicators of labor trafficking. It looks like you all have taken multiple choice tests before [laughs]. Yes. So any number of these, and there's a plethora more, may be indicators of labor trafficking; fear of leaving an unfair or unsafe work situation, lying to others about where they work, or having no control of identification documents which we'll talk a little bit more about momentarily. Thank you. I'm just going to end the poll there. Thank you.

So -- excuse me, as some of you may know, I'm Makini Chisolm-Straker. I, as Jenna pointed out, am an emergency medicine physician. I did not expect or was not aware that there was going to be a shout-out, I think that shout-out would obviously have been to the millions of healthcare workers including the janitorial staff and the cafeteria workers and the lab techs, like, the security guards people that people don't conceive of as healthcare workers that are the only way that hospitals and clinics and offices [unintelligible] can stay running all over the country and firmly in New York City where I am.

So we're all stepping up because it's our job, there's really no other reason. So I think there may be an echo, I'm not sure how to fix that because I don't think that it's me but I'm just going to keep talking and hope that you guys can hear me okay.

So in my work, I encounter people from all walks of life. I take care of people of means and privilege and also people who have endured trauma and systematic marginalization, and in some ways, the emergencies are the great equalizer in a world where few things are fair and just. Appendicitis could happen to anyone, but to be honest, even emergencies don't actually level the playing field in healthcare. The [unintelligible] Law in 1980s was an attempt to do that so that the ED could equalize access to emergency health care at least, but chronic and systemic issues mean that that's still -- isn't actually possible in the ED either. Some people will wait longer to present for healthcare for completely logical reasons, others can go to their primary care practitioner and avoid the expense of the ED. Those with access to preventative health care or a job that pays a living wage, pay an affordable housing and so on, these kinds of people will have better experiences in the ED when they do need to come.

And in the ED I have the honor of taking care of everyone, but it's a unique privilege to connect someone otherwise disenfranchised to resources that might be better for their overall well-being, and -- excuse me, when I -- when we think of the ED as an opportunity for intervention, a few years ago my team [unintelligible] explored whether people with a trafficking experience seek healthcare while they're in the trafficking experience, and they do. Very importantly, and unlike a lot of research on human trafficking, in this study we asked about both forms of human trafficking that are recognized by the U.S. Federal Government that Jenna covered earlier. Some participants experienced multiple forms of trafficking, but there were more experiences as you can see here, more experiences of labor trafficking than of sex trafficking, and even though this is not the narrative in mainstream media, it should actually make sense because there's a myriad of ways in which people can be labor trafficked, right? Nail salons, elder care, childcare,

nannies, agricultural work, which Gonzalo talked about, construction, forestry, it could, sort of, run the gamut, right? So there are more people who can be directly impacted by labor trafficking just based on the nature of the market and bearing in mind that this is convenience sample data from around the U.S. so these are not meant to be viewed as national prevalence's of the ways in which labor trafficking occurs, the viewers should simply note here that labor trafficking does take many forms.

And another thing that I'll note here is, as this is a study limitation potentially is that none of the study participants reported experiencing exploitation in illegal labor industries, even though I personally have cared for or worked with or met those survivors too. So while people often focus on commercial sexual exploitation of young people, in this one study of homeless young adults, we see that young people are experiencing labor trafficking. The goal of this slide is not really for you to read all the finer points, but really just the text that's highlighted in the red. More than half of the participants who were trafficked experienced labor trafficking.

And here is where I've encountered labor trafficking in illegal industries the most; for example, kids are made to sell drugs or shoplift to have those items resold, and when these young people interact with authority figures be they police or teachers or Child Protective Services or healthcare workers or whomever, these youth are labeled and written off as bad kids or some other dismissive term, and we miss out on the opportunity to hear their truth -- their truth, their stories are stepped over in favor of more expected and preferred stories of exploitation that usually, again, center around commercial sexual exploitation.

Excuse me. So research is important because the resources for prevention and intervention efforts should not be allocated based on anecdote alone, and that is how we end up where we largely are, with the loudest voices being heard, the quote unquote best stories being honored and a lot of other people are left by the wayside. So here you can see one study, again, the nation of trafficking by state. And of course, as with all research, there are limitations here too. So this is a multi-city study of homeless young adults, the investigator collected data at one point in time so this isn't prevalence data per se, this isn't data -- this is data that was collected at different points in time in each city, that is to say, data wasn't corrected all in the same month for example but rather young people in each site; in Anchorage, in Atlanta, in Fort Lauderdale, et cetera were interviewed when the investigator with able to reach that destination.

So, you know, we might be able -- you could imagine any number of reasons why exploitation in a population might vary based on location and time of year, right, so Anchorage's trafficking, like, their point prevalence might look different in June than it does in December, and it might look different in June than Detroit looks in June for any number of reasons. That said, the overall message I want to convey with this slide is twofold; number one, locales need to understand their own trafficking prevalence and experiences because they are different. Fort Lauderdale and California might both be sunny but they're not -- they're not the same. And two, if you take the time to be comprehensive and inclusive rather than rely on the assumptions about what you've heard or seen personally, you will always learn more. Given the opportunity to tell their stories and offered a real listening ear, labor trafficking among young people is here, again, demonstrated to be more impactful and the weight of resources have been allocated in serving young labor trafficking survivors.

So as service providers allow data to inform their understanding that labor trafficking is a major form of exploitation, how should we recognize it? As a clinician, I generally try to operate with two understandings; number one, if I don't imagine and look for a thing, I'm pretty likely to miss it. Alternatively said, you won't find what you're not looking for. And secondly, my job as a physician is not to find labor or sex trafficking, it's not focused on that; my job is actually to recognize needs and to be a voice to resources if they're desired.

That said, screening tools may actually be useful especially when they're validated, this means they're known to screen for what the user thinks they screen for, and if they're applied regardless of whether the user thinks that that issue is relevant to the person in front of them. So for example QYIT is the first and only brief comprehensive screening tool -- comprehensive meaning of labor and sex trafficking inclusive, but it's actually only validated for use among homeless young adults, so it's not tested for and shouldn't be used in other populations. For example QYIT shouldn't be used in minor populations, it's not tested in [unintelligible] populations but it shouldn't be used in healthcare settings, so even though I lead the team that created it, I wouldn't use it in the Emergency Department because it hasn't been tested for use in that setting. So it's really important for us to think about, and we'll talk a little bit more about this, think about screening tools and when they're appropriate and how they should be used.

QYIT [unintelligible] the principle that I think is valuable for any clinical or service setting though, and that is this thing called normalizing. You'll notice that before each question there is a statement that normalizes the affirmative answer to the question. I'll just read one as an example. I'll read the first one. "Choose a normalizing statement; it is not uncommon for young people to stay in work situations that are risky or even dangerous simply because they have no other options." That's the normalizing statement, it makes it seem, like, yeah, this would be -- if you said yes to this, like, no one would be surprised or impressed, it's not uncommon. Then comes the question that without that, might have been uncomfortable to answer, which is, "Have you ever worked or done other things in a place that made you feel scared or unsafe?" These are -- the questions are yes or no but it might be a little bit easier to say yes with the normalizing statement ahead of ahead of the question itself.

So screening questions utility in allowing clinicians to recognize labor and sex trafficking, do you need further study? Because well-intentioned professionals who are less experienced in serving trafficked individuals and other exploited or abused populations often tend to hyper focus and fixate on getting a disclosure from a patient or a client. I prefer to steer folks more toward a holistic approach to service provision, and also because they're a limited validated comprehensive tool that don't require tracking expertise to administer and interpret.

So the PEARR tool is a good example of an approach that normalizes negative, uncomfortable, humiliating, or stigmatized truth and allows people the space to tell their story. The PEARR tool encourages professionals to discuss difficult topics privately. And here's a good reminder that, you know, we should be using certified interpreters, not whomever has accompanied the person seeking services. It encourages education as a way of normalizing an issue. It can make it easier for someone to identify with an experience. It makes -- it reminds the professional to actually listen and not just talk at someone. And then this last thing, which I think is probably the hardest

for clinicians, it is -- it encourages us to respond respectfully rather than attempt to, quote, unquote, "rescue."

This part comes down to trusting the patient's knowledge of their needs and their readiness and focuses on offering an honest, respectful, professional opinion, while meeting them where they are. So here is where we see harm reduction principles that are so important to valuing the agency of the person and building the professional-person relationship for the future. I think you all may have some questions about this. So I'll leave some space for that.

So in using the PEARR tool or a similar respectful and holistic technique, a professional may learn more about a person's experiences. In this report, labor trafficking survivors shared about their experiences in labor trafficking situations. And they talked about experiencing deprivation or disorientating experience, having threats of violence used against them, and being [unintelligible], for example, about, you know, what actions would have certain consequences.

So how might I, as an emergency medicine physician, actually learn about these kind of experiences without a screening tool? I think that's a very common concern. And honestly, I just talk with people like they're people. So for example, I might see a patient in the emergency department with a cough, suggestive fever, and malaise. Ordinarily, I would tell them to hydrate and rest and to take some time off of work. During this new viral outbreak, the guidance is actually exactly the same. It's always been the right thing to do. Then I usually follow-up with something like, "So I'm going to give you a note for work. Will your employer accept that?" And it begins then a natural conversation about their working and, sometimes, their living situation and what it would mean for their overall well-being if they miss work, even with a doctor's note.

To be clear, this is not a screening question. It's just, for me, a way that I -- it's something I use to start a conversation. Some might imagine that during this new viral outbreak, with all the local government messaging and apparent support, employers would support sick employees staying home. But for some workers, they will lose their job. They will have no way to support themselves and/or their family.

I know it doesn't feel this way with all the media coverage. But the majority of people will ultimately recover from COVID-19. But losing their job while they recuperate, or just being out of work at all, could be akin to, or feel like, a death sentence, especially if they're from a marginalized group, like if they're undocumented or if they're trans or transgender experienced.

"Prior victimization experiences before the onset of the trafficking significantly increased the odds of experiencing victimization during the initial stages of the trafficking process (recruitment and, when applicable, transportation). Victimization experiences during the initial stages further the risk of experiencing a high count of poly-victimization during the final stage of the trafficking process, the actual employment."

So in the ED, I'm usually too late to prevent a problem. I'm usually engaged in tertiary prevention work, which is intervention work, or secondary prevention work, which is me trying to mitigate the fallout. So if I meet a patient and, in using the PEARR tool principles and

techniques, I recognize experiences as might be described here in this study poly-victimization, I should be on high alert. Poly-victimization is the combination of different victimization types that are experienced concurrently. It's not a single event, per se. It might actually be a lengthy process. And it has compounded effects.

So this person in front of me is at even higher risk of being trafficked. In that setting in which we developed QYIT, we also ask survivors to tell us about their needs. And I think it was surprising to folks who focus on sex trafficking that it was the labor trafficking survivors who overwhelmingly said they needed psychological support. That is -- that is to say, in that study, labor trafficking survivors were more likely to say they needed psychological support than sex trafficking survivors. And this study of poly-victimization and labor trafficking may be why. I don't know why. We would certainly need more data on that. But it may be why.

So in recognizing the risk for or concern for labor trafficking, in particular, I might actually have different clinical thoughts. It might impact what I recommend or suggest to folks. I may be reminded to think about complex trauma and so on, when, traditionally, people have discussed this experience mostly in relation to sex trafficking survivors.

So all this research informs my clinical practice. And it needs to inform our policy work and our programming and feed into the reshaping of our institutional structures and systems.

Let's go back to the example of the, especially now, very commonly seen ED patient who has a respiratory -- upper respiratory infection. If I see that person on shift now, and a doctor's note during COVID isn't enough to protect them, I need to learn a little bit more about their work and living situation even though I have a heavier patient volume, and so our teams are short on time. For this person, this conversation may actually mean survival more than whether or not they have a particular COVID agent for their URI. Maybe I need to offer to connect them with the hospital social workers or some community-based organizations or set up healthcare follow-up as a way to continue to bridge that conversation.

The way that our system is presently structured, if you don't have a job, you are less likely to have or afford health insurance, which means you probably can't afford healthcare, primary or otherwise. You're at higher risk for experiencing homelessness and hunger. If you're undocumented, it's harder to access support services. But you're no less human. You're no less hungry. You're no less deserving of well-being.

Trafficking, which my patient may or may not be experiencing, is merely a symptom of the inequities that multiple communities face daily. And the resultant vulnerabilities are exacerbated now. We certainly need evidence-based interventions that are built upon what all survivors, including labor side survivors, labor trafficking survivors, say they need.

To get that evidence, researchers, advocates, survivors, we need to drive the conversation. We need not do research-invoked programming because of where the funding is. We need to do the work that needs doing. And grantors and donors and funders, you need to follow us. Your money will go farther and be more impactful as an investment. Primary prevention of human trafficking looks like eradicating disparate access to employment and living wages and access to

eco-responsible living environments, access to healthy food and housing, education, and comprehensive healthcare, and so on. So that a person's demographics and their zip code doesn't dictate their life experience or their life expectancy.

Until those inequities are removed, using evidence-based collective primary prevention actions at the structural and systemic levels, my patients will remain vulnerable. And trafficking is an expected consequence of our communities as people struggle to survive in a system designed to exclude them.

I will leave it there and take questions later. Thank you very much.

Jenna Novak:

[unintelligible], that was wonderful. Thank you so much. And especially for the powerful insight at the very end. We appreciate it.

Okay. Julissa, you are up. Now we will hear from Julissa about how to collaborate with different community agencies serving migrant populations. This has been part of Julissa's work experience for years. So we really look forward to hearing from her expertise.

Julissa Ponce:

Hi. Good afternoon. I apologize beforehand if any of my kids run here and start screaming, "Mom." So that's just a heads up. I do apologize.

I'm going to jump right into it. So my first poll question is -- that over here. How many of you have actually done any kind of agricultural work: de-tasseling, seeding, sorting, or anything like that? It just gives me a knowledge of how I should talk. Should I talk agriculturally with our slang, or is it okay to just bring it in and talk a little more professionally?

All right. I'm seeing -- okay. So not a lot of people have done it, which is understandable. All right. How do I get rid of the poll? There we go. Thank you.

Okay. So I'm going to go on to the next one. In this time, especially with everything that's going on, it's been very difficult for me to work directly with some of my clients, since we are working remotely. So this quote right here where it says, "Alone we can do so little; but together we can do so much," just standing together, co-advocating with other resources that you have already built in within your organizations has for me been a lifesaver. One of the things we need to do in identifying community partners is realize, one, that migrant workers don't work 9:00 a.m. to 5:00 p.m. They don't have office hours. There isn't the time where you can just say, "Hey, come meet me at 11:00." A lot of the times they're working. So take a step out of the office and realize that a lot of your work is going to be done on the weekends or after hours. They lose money when they're not at work, and as a migrant worker myself, my family -- the only reason I was born in Illinois is because we were migrant working. My mom went into labor early, and she had me. So they traveled literally from camp to camp to camp with their paychecks that they received from every camp they had with the gas money to get us to the next camp.

So it's really important to realize that money is time with migrant workers. This little basic

matrix that I made here; it actually took me a very long time to make. It was trial and error. I broke down the four essential services that I needed when creating outreach groups in order to better serve my clients. A lot of the times we don't understand how important it is to save time. And I just sat down and thought of some of the services that I needed when coming out of my own situation.

Did I need therapy? It wasn't the highest on my list. I needed more security deposit to get a place to live. I needed a health utility deposit. There were things where I needed, you know, legal services. I needed to talk to Legal Aid. I needed to talk to law enforcement. I needed to get my credits fixed for school because I had traveled so much that I was falling behind on high school credit. So being involved and knowing the different things that migrant workers and their families -- because you're not just serving the victim or survivor, there are also the families that are involved that are secondary survivors as well. And medical services, depending on where you are in the country. It's kind of difficult to find those medical services that you might need.

So when you're thinking about creating these outreach groups, ask yourself those tough questions. Where are you in the country? Are you in a rural area? Are you in an urban area? Are you in an immigrant friendly area or are you even in a migrant friendly area? Because there is a difference between migrant and immigrant. I work out of Iowa where a lot of the times most of our workers are coming from Texas. I was one of those workers. So earlier during the presentation, it was kind of -- it was an "Aha!" Moment hearing Gonzalo [spelled phonetically] talk about the places that I worked in the past and how I was moving to Iowa, to Illinois, to Indiana, to Washington state to work. A lot of the time some of those more rural communities aren't as open to migrant workers because they do feel that they are taking jobs from them or different things. But just keep your mind open as to what services can you actually provide for these migrant workers and what is going to be harder for you to tackle? Because it's important. Because if it's hard for them, we have to find a way to make it easier.

Here are some of the challenges. Work hours. I can't stress how many times I met clients between 7:00, 8:00 at night and it would go to 10:00 at night because it's just easier to get them in their downtime than it is for them to come into my downtime. Hostility towards migrant workers and the availability of services. Some of these times we're dealing with people who haven't gone to the doctor. They haven't been able to finish their credit. So we really need to look at how we can efficiently and effectively help them without wasting time. Because one of my biggest concerns when I went to go look for help was -- these procedures and these relationships weren't built at that time. So I was mostly waiting for people to, "Oh, I don't know who can help you. Let me see if they can." Fill these before you start working with migrant workers because time is important. I'm trying not to rush through this, but I can hear kids arguing in the back, so I do apologize if you can overhear that.

Right here is where you have your actionable facts. I can't stress how much your workforce development office can be such a great resource for you. I'm lucky that here in Iowa we have Iowa workforce development where they already go in and inspect migrant camps. They're already going in and inspecting H2A camps. So they are building -- they have already built a relationship with the growers, the seeders, and the feeders to do the safety onboarding. Luckily, it was a phone call and a couple of meetings for me to be able to say, "Can I be a part of that?"

Training your staff?"

It's great that we have a lot of survivor-led organizations, but I do see that there is a lot of sex trafficking survivors. We need to see that sex trafficking survivors and labor trafficking survivor, what -- whether we are still human trafficking survivors, there are some differences in our trauma. So having that field open so that we don't create that hierarchy or trauma between survivors themselves is really important. Training your staff on the differences, on how to speak to people who have had a different form of trauma other than sex trafficking or labor trafficking for us is sometimes more of a psychological abuse that happens. I know I was very young when mine started and it was more of a more coercive tactic that was used. So having somebody who could possibly understand what labor trafficking survivor has gone through would be great.

Traveling with your migrant workers, going with them to their camps where they're living, going with them to get the resources that they need. A lot of the time, it's very hard for us to ask for help. It's probably one of the hardest things that I have ever had to try to get over, was asking for help. Because I was told so many times, "If you ask for help, you are going to get in trouble."

So that's the mind piece of it still. And creating resources that you have beforehand, before you open your doors to migrant workers and other forms of labor trafficking survivors -- have resources readily available for them. Do the research. It's saves you time, and it makes things more fluid. I believe most of the states have migrant councils, but I cannot be for sure. But if they don't, create one. All it is is putting people at a table that are working for the better interests of your migrant workers and other forms of labor trafficking survivors.

One moment, I'm getting a lag here. Sorry. Okay. Some little-known places that provide resources or it gives you kind of a leg up on how you to create these outreach groups is go to your local ethnic stores. What languages do you need? What type of cultural barriers would there be? And how can you address those barriers beforehand so that when you're going in, you're not being disrespectful, and you have a better understanding of how to address these workers? I enjoy migrant work. So for me, it was almost like a walk down memory lane when I would get to go and inspect the migrant camp. I would go to the H2A camps, and I could see how far things have come. Where before we were in trailers where there was no running water, and now, at least here in Iowa, we have seen multi-million dollar buildings where they have running water, they have air conditioning, and they have staff that can cook for the migrant workers 24/7. So there are good places and there are still bad places. But you need to actually go out and see these places in order to get a firsthand account of what's actually going on.

I'm still getting lag. I do apologize. Now we're going to go back to that little matrix that I had earlier, and I'm going to give you some examples of how they've worked for me in the past and why I've added them onto my matrix.

Most states have already designated coalitions or type of organizations that have your human trafficking advocates, for sexual assault, domestic violence, and some states have your survivors of homicide and other violent crimes. And if you don't, there are a lot of faith-based organizations that are trauma-informed care. It's really important to have that trauma-informed care because giving them options and not rescuing people is kind of our main goal. Nobody

wants to feel rescued. It just creates another form of power and control trip with the person who rescued them, so we need to give them options, and -- so our social services, I'm going to give a kind example. I had an unaccompanied minor who already had two minor children. Normal shelter was not viable for this client. They would have separated these clients. So what we had to do was work with USCRI, the U.S. Committee for Refugees and Immigrants, our resettlement program, who already works with landlords, to see if we could bridge that gap and get this client and her two children a place to stay on their own. Had we not already had built these relationships with these landlords and with -- there were three different landlords that we worked with -- we would have had to -- we would have been forced to put this minor with her children and separate them into shelter.

The other thing was legal services. Law enforcement, legal aid, your county attorneys, they can provide immigration relief, they can help settle some domestic disputes, unemployment. If there is unemployment claims, if they've had prior evictions or if they're in the process of being evicted, civil disputes, if they have small claims issues, Family Court. Trafficking survivors have all of it. It's not just you only have a little bit of trauma. It's a spiral effect to where it affects your finances. It affects the way you interact with other people. It can make you angry. It can make you docile or just different things. But being able to have these working relationships with your legal services -- again, our client, too, was an unaccompanied minor with two children -- and she needed a medical procedure done. But because of her situation where her trafficker was her legal guardian at the time, we had to bypass that guardian's guardianship over her. So we had to speak with the youth, the juvenile services department of our legal center, and how could we do this? How can we do this and still save the integrity of the trauma-informed and being able to say, "You have choices over what happens in your care."

And being able to have those hypothetical situations beforehand really, really save this time. It saved us -- it saved our client from the chance of having been denied something because the person who had been controlling her didn't want her to get any kind of medical assistance. She did not want to get any kind of medical help whatsoever. So it's important to -- and believe me, I know working firsthand with law enforcement. It's not always easy to do the co-advocacy because we're trauma-informed care of advocates. And, you know, when things get tough, we need to shut things down. And they are very black and white. It's this, this, and that. But being able to find law enforcement that our trauma-informed care as well and legal advice? It's a gold mine because you have to really dig at those relationships because they're there and you can create them.

Again. Working with law enforcement, we both share a common goal, and it's to make sure that our victim survivor is out of that situation by their own choice. Getting to know each other on a firsthand basis, you know, who is your detective in VICE that you're going to have to go to because most of human trafficking falls under VICE. Get to know them. Take them some coffee. Understand that you have to build relationships that may make you uncomfortable. But if you're uncomfortable and your client or participant sees that, they're going to reflect your emotions. So really getting to know people, working on best practices for providing services to a survivor, talk to law enforcement and legal and say, "Hey, these are people. They're not case numbers. They're not something that happened to them. They are more than that. They don't have to be identified by what happened. They're not rape victim number 54. They are not

human trafficking victim number 22." It's important that we teach them.

As advocates, we have the opportunity to really explain to them how trauma works. And they're willing. They're willing to know. Luckily, Iowa has a great program and it's -- with Iowa Legal Aid, they have a fellowship program to the Department of Justice where we have an attorney that is solely focused on human trafficking. We also have attorneys that are solely focused on migrant outreach programs. So I work hand-in-hand with both of them where I was out in the field with one person, I had been working tirelessly, sometimes 24/7, with other organizations who were there for -- her main focus was specifically just helping clients with human trafficking. Whether it was civil issues, whether it was the chain of command of how we report things, or just giving her and other clients information on what victims' rights were.

Let's see, I still got a lag, so I apologize. Medical services. There are some here in Iowa specifically. We have Proteus [spelled phonetically], and I know from other states have them. I believe they're in six different states. They are able to go to the migrant camps and provide the free health clinics, the medical screenings. So once we're doing these onboarding, then we're talking about Migrant Seasonal Protection of Worker [spelled phonetically] Act. They're listening to us, and then they get to go and get screened. The other thing is they can help with immunizations, states different, prenatal screening, sexual health screenings, low cost medicine, diabetes. We had a 67-year-old man who -- he passed out at work -- for a week out with dehydration. And in fact, he was having a diabetic attack. He had no idea he had diabetes.

I'm sorry, I could talk forever, but I see my little red light coming up. Educational services. Every state has the U.S. Department of Education Migrant Education Program. And they help with high school credit recovery. I know this because they helped me graduate. Overall education services, they meet with migrant workers once a month. They have outreach workers themselves. They have case managers, bilingual services. They can place children into Head Start so that they have some kind of schooling, even during the summer. We had a 19-year-old boy who was working in the fields since he was 14, and he believed he didn't have enough credits to graduate when in fact, he did. These are the people that we need on our team. They need to be at the table when it comes to working with migrant workers.

And -- let's see. Here we go. Hey, did that pop up? Okay. There you go. Is this mine?

Female Speaker:
Yeah.

Julissa Ponce:
Is this -- okay, there we go. So being able to gain trust --

Female Speaker:
Testing.

Julissa Ponce:
-- and ensuring that migrant workers who are constantly traveling, they have a sense of security. Is -- that's a barrier, maintaining transparency. If you cannot help them, be upfront with them. If

you make false promises, it depletes the little bit of trust that they have with anyone. Migrant councils, they're usually throughout every single stat. If not, create one. If not, find out where your workers were coming from. A lot of the time -- well, Texas does have a migrant council. Illinois does have a migrant council. Iowa doesn't have one, but we're in the process of creating one. It's those little things. They will be able to provide you even more resources if you just pick up the phone and give them a call sometimes. It's as simple as a phone call. Okay. I think I'm done. I'm sorry for rushing through that.

Jenna Novak:

No, Julissa. That was great. Thank you so much, I appreciate it. We only have about three minutes left, so we are going to take just a couple of questions. And I will be sure that after those couple of questions, I have our presenters' email addresses on the screen for you all, so that you can check in with them if your question was not able to be answered. So we will work as much as possible to get your questions answered. But Julissa, there were multiple people that asked for a little bit more information about what you mean when you said onboarding groups. Can you talk --.

Julissa Ponce:

Yes, so onboarding groups --.

Jenna Novak:

-- to that for about a minute?

Julissa Ponce:

By law, we have to have security onboardings any time that you're working with chemicals, any time you're working with fertilizers. So a lot of times your growers, your seeders, and feeders will have safety onboarding where they already have all of their workers in one place. It's usually the first day they get there. So if you can work with those growers, seeders, and feeders - - your employers, and say, "All I want to do is give them my information, my card. Talk to them about worker rights." You have the opportunity to meet them all at one time, and then you can gain access to them outside of work.

Jenna Novak:

Thank you so much. We appreciate it. The next question I want to address is for Gonzalo. Gonzalo, a few people asked in multiple different ways if you could speak to how they could start to rethink different outreach strategies from scratch due to COVID. And they're asking specifically about different virtual outreach strategies or any kind of technological interventions that you all have been using either at this time or even before the coronavirus came about.

Gonzalo Martinez:

Yes. And I'll give the quick answer, which is the current reality is devastating for field outreaching. The definition of field outreach is to leverage that ability to be out in the field with people as a way to create trust. That being said, there are creative ways to make do until we can be back out there. The most obvious, of course, is using the Rolodex that you've developed over the years, either through your agency or groups like migrant health, migrant education. Everyone has a phone in their pocket. Most people have data these days. They're on WhatsApp,

they're on Facebook, and the phone tree can be a powerful way to bring in the cases.

We actually have seen an increase in referrals ever since we've been working from home compared to normal levels for many reasons. And we have been handling those intakes by phone and asking workers to just share our contact. We also put ads on the radio in Spanish and some pre-Hispanic languages from Central America, so that has helped. And many workers use Facebook groups, including recruiters who find workers online. So if you can find those groups and post advertisements to resources, that can be another way to bridge the gap until we can be back on the field.

Jenna Novak:

Excellent. Thank you. Okay. So that is all we have for time, unfortunately. I'm going to move to some of the email addresses and to a QR code. So we really appreciate if you all would evaluate this webinar so that we can continue to improve the webinars and learn about what it is that you all are interested in in the field. So please go ahead and do that. And I'm trying to pull up the slide with the QR code and I don't see it working. I don't know if you can see it.

But you are all more than welcome to email info@nhttac.org. That's info@-N-H-T-T-A-C.org with questions, and we will work on getting some of those answered for you. And a lot of you have asked whether or not this is going to be sent to you all. So yes, it takes a little bit for us to work on the captioning and the audio, but eventually we will send this out to all of those who have registered as well as to our NHTTAC listserv. Thank you all so much for joining us today.

Thank you to our three wonderful presenters and enjoy the rest of your day.

[end of transcript]