

Ending Exploitation Begins at "home" in Agencies

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A Survivor 37 years of layered violence CSA/DV/SA/DMST/DMLT/AST/

What many have determined to be disposable, frequent flyers, challenging clients,....

Services, education, housing, and SSI

Expert in the dynamics of interpersonal violence

Expert in Trauma Responsive Service Application

Connected to Survivors in Leadership across the nation

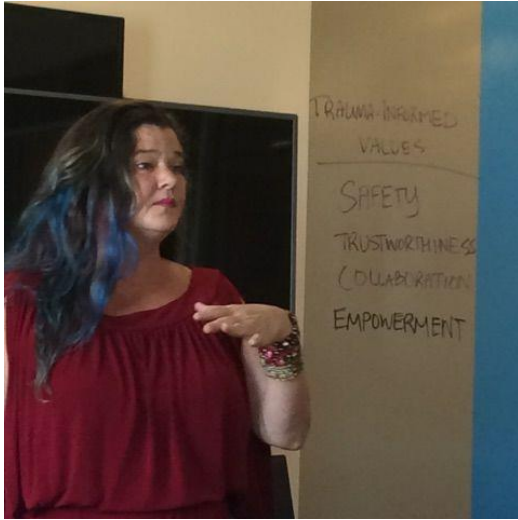
Created Survivor Peer Support program within SAFE

Featured in healing curriculum with Via Hope

Community Organizer

Consultant

HT Coalitions in TX, former mental health peer support advisory committee



So nice to meet you!

Work as a Survivor with Survivors?

Have worked with an out Survivor in leadership?

Have heard of Survivor Led Services?

Work directly with Survivors?

Make decisions about services for Survivors?

Social Workers?

Law Enforcement?

Prosecution?

Other?

Let's Get Uncomfortable Together

We are going to talk about some hard to hear things. We may hear or discuss harms we have accidentally done ourselves. It's okay. This a national discussion and we are all relearning how to work together. The journey is bound have some discomfort along the way.

Our natural defenses may come up. It's okay. Remember that this isn't about individuals, its about over coming challenges and relationship building.

I hope that it will also be enlightening and that we come through it stronger, with language to discuss issues and make the changes that need to happen or create something wonderful learning from other's challenges.

Survivor Led Services

EXLORATION: The act of searching for the purpose of discovery of information or resources. In human history, its most dramatic rise was during the Age of Discovery.

- EXPLOITATION: Using, Bleeding, Profiteering
- Cambrige Definition; The act of using someone unfairly for your own advantage





Working Together



Confidentiality



Honor Cultural Differences



Experts In Ourselves



Valuable



Confidentiality
Matters
MORE
with Survivors
on Staff than
with Clients.

framework for CONSENT POLICIES

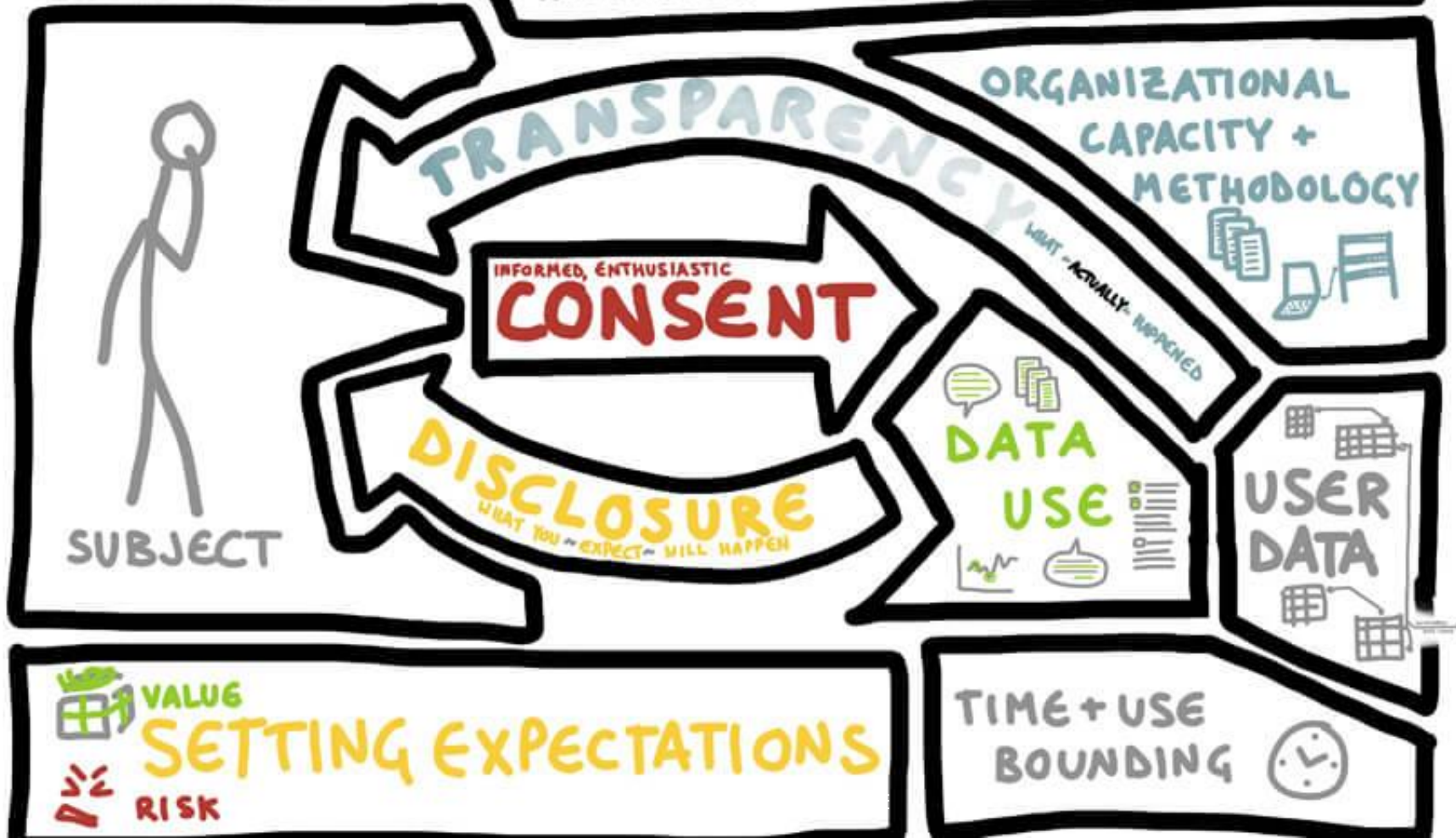
RESPONSIBLE
DATA FORUM

A RIFF ON THE BUSINESS MODEL CANVAS
ORIGINAL: STRATEGYZER.COM
RIFF: VIZ.BLOGCYR.ORG
HOSTED: WIKI.RESPONSIBLEDATA.IO



ENFORCEMENT

HOW THE POLICY WILL BE UPHELD



More than our story USING PAYABLE LANGUAGE

Consultant

Expert

Specialist

Trainer

Motivational Speaker

Lived Experience Expert

Peer Support

Using payable language helps us to reset our own thinking and expectations while also modeling respect with equity.

In effect, we are teaching ourselves and the person we are working with about the value of the person and the work we are requesting.

Working Side By Side

COMMONLY THOUGHT OF

Fundraising
Awareness Campaigns
Direct Services
Legislation Creation and Lobbying
Panels
Curriculum Input/Review
Program Review
Coalitions

COMING SOON TO AN AGENCY NEAR YOU

Direct Services Staff- Survivor Peer Support, working as a Survivor with Survivors

Staff Education
Identifying Victims
Law Enforcement
Mental Health
Service Providers



Growing a Survivor Peer Support Program at Your Agency




YES, YOU CAN!

Peer Support

2018 Outcomes

SAFE





Year-to-Date Progress towards Annual Targets Nov. 2018

Outputs	YTD Progress	Annual Target	% of Target Reached	
Individuals Served	160	100	160%	
Groups Held	91	65	140%	
Volunteers Trained	3	6	50%	

Outcomes

This section displays our year-to-date progress on four key outcome goals.

Year-to-Date Progress towards Annual Targets Nov. 2018

Outcomes	YTD Progress	Annual Target	Over/ Under Target	
Decreased Isolation	99%	70%	141%	
Increased Safety Strategies	95%	70%	136%	
Increased Knowledge of Resources	94%	70%	134%	
Increased Self-Confidence	97%	70%	139%	

Common Challenges Survivor Consultants Face

- * Expecting Survivors to share/consult/guide without compensation
- * Treating Survivor Consultants with less regard than other invited speakers or paying less, no contract, no VIP treatment
- * Paying Survivor Peer less than other staff
- * Taking Ownership of another person's personal experience
- * Disregarding trauma while asking a person to visit their personal trauma history
- * Last minute invites

Survivor Consultants make a base pay of \$100 per hour. Include prep time, travel, and presentation.

Plan ahead, ask for education by Survivor Consultants in your budget. Grants pay for it.

Hold a garage sale

Ask for a sponsor

Get Written, Detailed Consent

Discuss possible repercussions from speaking publically

Consulting IS Work

Myth: It's easy for Survivors.

Truth: If its work for you, its work for us. Emotional and physical work.

We don't live in our trauma experience; we revisit aspects of our trauma for specific educational purposes, pulling the pieces for particular venues and needs, creating educational presentations or feedback for agencies to work with a better understanding of best practice working with Survivors.

Paying Is Empowerment

Always pay survivors for their expertise according to professional standards based on their experience and background. If you don't know what is appropriate, ask a group like The National Survivor Network for a fee range on speaking, training, consulting and research participation. We are not a monolithic group, but we **all** deserve financial compensation for our emotional and intellectual labor. Job creation is a key to ending exploitation. Even for a teen girl without professional training, if I invite her to help me host a workshop, I request a minimum of \$100/hr for her contributions.

Brooke Axtell Founder of ShelsRising.org

Survivor Leaders Give A Lot

We DO throw down for free on a regular basis when we have informed choice and....

Everyone is working for free- SOME Rallies/ Vigils/ Protests

- * News Media

- * Documentary Inclusion

- *Some Survivor Led Events

- *We Want To or Are Building Our Own Portfolio

Unintended Guilt Baiting



We do it for the cause/ the movement/ the Survivors....



You're helping so many people!



Unreasonable blaming. Targeting recipient's soft spot. Holding another responsible for the manipulator's happiness and success, or unhappiness and failures.



By targeting the recipient's emotional weaknesses and vulnerability, the manipulator coerces the recipient into ceding unreasonable requests and demands.



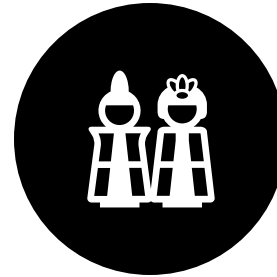
<https://www.psychologytoday.com/us/blog/communication-success/201510/14-signs-psychological-and-emotional-manipulation>

Leaders Across Northern America Say

SAFE |



[Sarah Clark](#) Consultant: DMST Survivor, DV Survivor, Rape Survivor. We deserve to get paid to speak! It should not be an option any longer to expect free speaking, consulting, or major input. If you can't afford Survivor input FIND THE BUDGET.



[Melendy Muise](#) Support Specialist for CASEY. Coalition against the sexual exploitation of Youth: If as an organization you're are profiting from my story and I'm not being compensated fairly than you are still selling me like my trafficker did. Newfoundland DMST Coalition Chair.



[Rachel Niemiec](#) Consultant: Agencies should have survivor speaker fees built into their budgets. We deserve to have our voices heard and deserve to be compensated for our time, our energy, and our expertise. Making money off of our stories is another form of exploitation, be better.



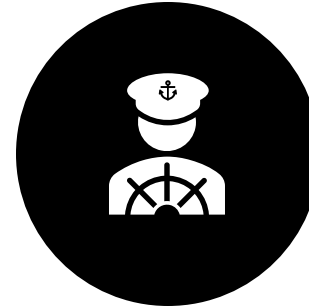
[Thomasina Simpson Tijerina](#) Expert Consultant, Survivor Leader, Community Organizer: We are Survivor Consultants who educate other survivors and other consultants interested in assisting survivors. For years we did it for free - then we learned we were the only ones in the room not getting paid.



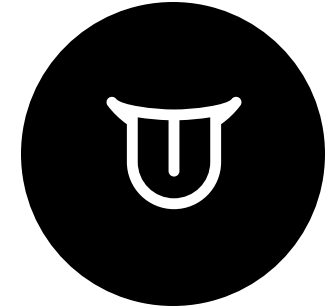
WE CAN'T BE YOUR AIR, YOUR EVERYTHING, AND ONE SURVIVOR PERSPECTIVE DOESN'T BEGIN TO COVER THE RANGE OF EXPERIENCES AND CULTURALLY INFLUENCED NUANCES IN THE DYNAMICS OF INTERPERSONAL VIOLENCE. IT'S NOT FAIR TO YOU, ME, OR THE PEOPLE WE ARE TRYING TO SUPPORT TOGETHER.



THERE IS A DANGER OF CAUSING HARM THROUGH TOKENISM AND MISUSE OF SERVICES WHEN WE HAVE ONE PERSON TO REPRESENT A SPECTRUM OF VIOLENCE, REACTIONS, AND HEALING.



REPRESENTATION MATTERS. DO WE NEED TO HAVE DV/HT/SA/SRA SURVIVORS ON STAFF OR IN LEADERSHIP? YES. WE ALSO NEED BLACK SURVIVORS, LATINX SURVIVORS, LGBTQIA SURVIVORS, MALE SURVIVORS IN LEADERSHIP AND ON STAFF.



KRISTEN TEBOW LMSW LICENCED SOCIAL WORKER, SURVIVOR LEADER: HAVING A SURVIVOR AT THE TABLE ISN'T ENOUGH. RESPECTFULLY HONORING OUR VOICES AND ALLOWING US TO SPEAK AT THE TABLE IS THE GOAL.

One Survivor Is Not Enough

Respect Cultural Differences

Survivors working with Survivors AS Survivors, using lived experience to connect or educate.

Peer Support is designed to look and feel different, BE a different way of connecting and offering services to reclaim our personal power healing after and through violence.

Don't expect us to talk, dress, or present the way it's always been done.

"We're working to learn they're language, why don't they take the time to learn ours?"



Sacred Space

- * Latinx
- * Black
- * Queer Women Of Color
- * LGBTQIA Coffee Meet up
- * Transgender and Gender Queer Folx
- * Men

Provide safe spaces for people to be able to connect with less barriers and fear of judgement.

What is the nature of the crossroads at which peer support currently finds itself? As the discipline grows, so do concerns that persons in recovery are increasingly being exploited by their employers to provide more of the same unhelpful services that were already being provided by mental health staff but at a lower cost, with the added benefit of giving their agencies the appearance of being “recovery-oriented.” This reality was reflected all too clearly in a recent article in which peer staff were touted as a cheap way of helping “people with mental illness stay on their medications.”³ These kinds of developments provide further evidence to self-help/mutual support advocates that peer support should not be provided within the context of mental health services at all, but should remain separate and apart from the mental health system, continuing to be the valuable “alternative” to treatment mutual support has been since the 1960s. From such a perspective, persons in recovery who occupy provider positions in conventional mental health programs are seen as committing a kind of betrayal. They are allowing themselves to be exploited (for pay) as a means of making it possible for systems of care not to have to change the same practices that harmed them in the first place; an instance of what Freire observed as the oppressed becoming oppressors.

<https://www.madinamerica.com/2014/09/peer-support-mental-health-exploitive-transformative/>

Challenges In The Justice System

Arresting/Prosecuting Minors with Adult Offenses (DMST)

Arresting/Prosecuting Victims to Meet Quota

IF WE ARE MAKING A SALARY FOR ARRESTING PEOPLE, LETS MAKE SURE THEY ARE ASSAILANTS- anyone making money off victims being trafficked is participating in trafficking and oppression.

Not using trauma informed interviewing styles (FETI)

<https://www.mncasa.org/wp-content/uploads/2018/07/FETI-Public-Description.pdf>

Demanding Participation for Prosecution

Identifying Exploitation Checklist

DO WE HAVE CONSENT???????

Are we using payable language?

Are we paying?

Is this person the only non-paid person in the room?

Are we asking last minute?

Are we providing support and education with our request?

Are paying equally with other staff members?

Do we have an avenue for promotion within agencies?

Did we CITE them?

Do they have access and support for self-determined professional development?

How to Honor Survivor's & Their Stories

1

KNOW THE ETHICAL STATUTES OF YOUR STATE AROUND CONFIDENTIALITY, COPYRIGHT LAWS, KEEPING RECORDS, & DISCLOSURE.

2

NEVER SHARE A SURVIVOR'S STORY, PICTURE, WRITTEN OR VERBAL WORK WITHOUT THEIR EXPRESSED PERMISSION (WRITTEN PREFERRED).

3

REMEMBER EDUCATION IS NEVER ABOUT SHOCK AND AWE, MAKE SURE THE IMAGES AND WORDS YOU USE ARE TRAUMA-SENSITIVE & BASED ON FACTS.

4

IF THERE ARE SURVIVORS IN YOUR LIFE, REMEMBER THAT THEY ARE MORE THAN THEIR EXPERIENCE OF EXPLOITATION. LET THEIR STRENGTHS SHINE, NOT JUST THEIR PAIN!

5

DON'T USE WORDS LIKE CHILD PROSTITUTE, SEX SLAVE, AND OTHER SHOCKING DESCRIPTIONS OF SEXUALLY EXPLOITED INDIVIDUALS IN YOUR INFORMATIONAL MATERIAL.

6

DO NOT SHARE A SURVIVOR'S EXPERIENCES WITH OTHERS IF YOU KNOW THEY SHARED IT WITH YOU IN CONFIDENCE AND DID NOT SAY THAT YOU COULD COMMUNICATE IT TO OTHER INDIVIDUALS.

7

A SURVIVOR MAY NOT FEEL COMFORTABLE SAYING NO TO YOU SHARING THEIR STORY OR ASKING FOR A FINANCIAL GIFT FOR SHARING AT YOUR GATHERING BECAUSE OF THEIR TRAUMA. BE SENSITIVE TO HOW TRIGGERING MONEY & STATING THEIR NEEDS CAN BE AND TALK WITH THEM ABOUT THIS.

Today I want to remind you that you are sacred. Just think of it. YOU are divine. YOU are worthy of being revered, of being honored and respected. You are made from the same spark that creates the sun and the stars. You are made of THAT. Don't ever devalue yourself as any thing less than the sacred being you are.

<http://www.blessingmanifesting.com>

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