

OVC FY 2022 Field-Generated Strategies to Address the Criminalization of Minor Victims of Sex Trafficking

CFDA # 16.320

Grants.gov Opportunity Number: O-OVC-2022-171295
May 18, 2022

The webinar will begin shortly.
Please have a copy of the solicitation available
to follow along and take notes.



Presenter



Cynthia Erich

Senior Policy Advisor

Human Trafficking Division

Office for Victims of Crime

Webinar Outline



1. OVC Overview and Mission
2. Breakdown of the solicitation
 - Project Purpose, Goal, and Objectives
 - Eligibility
 - Application and Award Timelines
 - Required Documents
3. Application Process
4. Questions and Answers



Have a copy of the solicitation available to follow along and take notes.



OVC Overview

Mission: OVC is committed to enhancing the Nation's capacity to assist crime victims and to providing leadership in changing attitudes, policies, and practices to promote justice and healing for all victims of crime.

OVC funding supports:

- victims in tribal communities;
- state victim compensation and assistance programs;
- training and technical assistance and information resources;
- victims of international terrorism and mass violence;
- federal agencies' provision of victim services;
- survivors of human trafficking; and
- demonstration and service projects.





Timeline

- ❑ Grants.gov deadline: **Thursday, June 16, 2022**
- ❑ JustGrants deadline: **Thursday, June 23, 2022**
- ❑ DOJ expects to award grants no later than **September 30, 2022**
- ❑ All project **START** dates should be on or after **October 1, 2022***



***Please Note: Successful applicants MAY NOT begin work until the budget has been reviewed and officially approved by OJP. Additional information and or restrictions may be outlined in the award package.**



Eligibility

- City or township governments
- County governments
- For profit organizations other than small businesses,**
- Native American tribal organizations (other than Federally recognized tribal governments)
- Native American tribal governments (Federally recognized)
- Nonprofits having a 501(c)(3) status with the IRS, other than institutions of higher education
- Public and State controlled institutions of higher education
- Public housing authorities/Indian housing authorities
- Small businesses**
- State governments*

Eligibility

Criteria



For additional information on eligibility, please review the solicitation cover page.

Program Description



OVC HTD Mission: To enhance capacity to identify, assist, and provide services to all victims of human trafficking, OVC leads the nation in supporting victim-centered and trauma-informed programs, policies, and resources that promote justice, access, and empowerment.

Purpose: To end the criminalization of minor victims of sex trafficking and to develop, expand, or strengthen victim service programs to support victim-centered, trauma-informed, developmentally appropriate, and evidence-based responses to minor victims of sex trafficking.

This program will provide funding for services to victims of human trafficking, as defined by 22 U.S.C. § 7102(11).

Categories



Competition ID	Category	Number of Awards	Dollar Amount for Awards	Performance Start Date	Performance Duration (Months)
C-OVC-2022-00013-PROD	Purpose Area 1: Field-Generated Program Sites	9	\$1,000,000	10/1/2022 12:00 AM	36
C-OVC-2022-00014-PROD	Purpose Area 2: Training and Technical Assistance	1	\$1,000,000	10/1/2022 12:00 AM	36

Purpose Area 1: Field-Generated Program Sites



- This purpose area will fund solutions and models that are field generated to meet the unique needs of each community.
- Applicants funded under this program will identify their strategy and scope of work to end the criminalization of minor victims of sex trafficking through the development or expansion of victim-centered, trauma-informed, developmentally appropriate, evidence-based responses to minor victims of sex trafficking.
- Applicants are strongly encouraged to propose a community-based approach working across multiple sectors.



Purpose Area 1: Focus Areas

Focus areas may include but are not limited to—

- community-based interventions
- emergency interventions
- long-term interventions
- cross-sector training

All services and activities proposed must be aligned with the solicitation goal of providing an alternative response to the criminalization of minor victims of sex trafficking. Partnerships that incorporate a holistic community approach are encouraged.

OVC funding may not be used for efforts aimed primarily at minor victims of sex trafficking prevention. Additionally, this program will not support law enforcement investigations and prosecutions.

Purpose Area 1: Program Requirements



Applicants selected for funding under Purpose Area 1 will be required to—

1. Submit the policies, procedures, and rules governing the provision of services for review and approval.
2. Ensure their policies and procedures follow applicable federal and state laws protecting the civil rights of program participants and staff.
3. Ensure that any staff, partner staff, or service providers working with trafficking victims are adequately licensed and trained to work with such victims, including by accessing OVC-supported training and technical assistance.
4. Send the project coordinator or program director and one other key staff member to a virtual or in-person OVC grantee orientation and have relevant staff participate in OVC-sponsored training and technical assistance.
5. Provide all grant-funded staff at least one session of training (to be delivered by individuals or organizations with demonstrable expertise) related to diversity, equity, inclusion, and/or accessibility and tied to program goals and objectives annually.

Purpose Area 1 Objectives



- Provide services to meet the individualized needs of minor victims of sex trafficking.
- Collaborate with local partners to ensure minor victims of sex trafficking are properly identified, responded to, and provided with appropriate services.
- Collaborate with local and state partners in the development of policies, protocols, and standards that recognize minor victims of sex trafficking as victims and change the practice of arrests, detention, and confinement on prostitution charges or other offenses related to their exploitation.
- Provide other essential services for minor victims of sex trafficking (either directly or through referrals).
- Collect data and participate in assessment activities to determine if the program is meeting stated goals and objectives.
- Participate in an annual peer-to-peer learning opportunity hosted by the OVC-funded training and technical assistance provider.

Purpose Area 1 Deliverables



The deliverables to be provided are services, measured by types of service, number of new and continuing victims served, and other key data points.



All successful applicants must produce a final summary report of the project describing project activities, lessons learned, and, where applicable, an assessment of the project's impact (i.e., any pilot or implementation efforts).

Purpose Area 2: Training and Technical Assistance Provider



This purpose area will fund a training and technical assistance (TTA) provider to:

- Create training and resources about alternatives to the arrest, detention, and confinement of minors identified as victims of sex trafficking;
- Educate stakeholders and the public about the collateral consequences and harmful impact of this practice; and
- Identify and disseminate promising practices and strategies to help communities eliminate the practice.

The TTA provider will also support the Purpose Area 1 grantees with the technical assistance necessary to implement their programs and help them build a community to engage in peer-to-peer learning about program and policy implementation and its challenges and successes.

Purpose Area 2: Program Requirements



Applicants that are selected for funding under Purpose Area 2 will be required to—

1. Proactively collaborate with other OVC human trafficking TTA providers to prevent duplication and strengthen the accessibility of training and resources.
2. Modify program implementation or deliverables as requested by OVC to meet emerging needs, deconflict with other federally funded initiatives, or enhance efforts by jointly delivering TTA.
3. Provide all grant-funded staff at least one session of training related to diversity, equity, inclusion, and/or accessibility and tied to program goals and objectives annually.
4. Develop and disseminate tools and resources for law enforcement in consultation with the OVC-funded TTA providers that support the OVC-funded *Enhanced Collaborative Model Task Force to Combat Human Trafficking (ECM)* program and anti-trafficking law enforcement and prosecution efforts.

Purpose Area 2 Objectives



- Educate anti-trafficking stakeholders and the public about alternatives to the arrest, detention, and confinement of minors identified as sex trafficking victims; the harmful impact of this practice; and promising practices and strategies to help communities eliminate it.
- Assist in expanding the skills of staff at the program sites to end the criminalization of minor victims of sex trafficking.
- Implement TTA that supports best practices, enhanced collaboration, and generates improved outcomes for program sites.
- Develop and host an annual meeting for the Purpose Area 1 grantees.
- Include peer-to-peer learning across multiple system stakeholders.
- Develop and disseminate best practices at the national level regarding strategies to address the criminalization of minor victims of sex trafficking and lessons learned from this project.



Purpose Area 2 Deliverables



The deliverables to be provided may include type and quantity of training, resources and tools, webinars/presentations, and/or other deliverables that may be produced by the grant end date that will assist in the delivery of an innovative TTA approach (e.g., curricula, written or video/media products).

All successful applicants must produce a final summary report of the project describing project activities, lessons learned, and, where applicable, an assessment of the project's impact (i.e., any pilot or implementation efforts).





OJP Priority Areas

1. Priority Considerations Supporting Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*
 - A. Applications that include project(s) that will promote racial equity and the removal of barriers to access and opportunity for communities that have been historically underserved, marginalized, and adversely affected by inequality, when making award decisions.
 - B. Applicants that can demonstrate that their capabilities and competencies for implementing their proposed project(s) are enhanced because the applicant (or at least one proposed subrecipient that will receive at least 30% of the requested award funding, as demonstrated in the Budget Worksheet and Budget Narrative) identifies as a culturally specific organization.

For additional information, please see the solicitation.



Type of Award

The Purpose Area 1 awards will be made as a **Grant**:

- Legal instrument of financial assistance
- **Awarding agency** maintains an **oversight** and **monitoring** role
- **Without substantial involvement** with awarding agency

The Purpose Area 2 award will be made as a **Cooperative Agreement**:

- **Substantial involvement between awarding agency and recipient** during the performance period
- Awarding agency **closely participates** in the performance of the program

See the “Administrative, National Policy, and Other Legal Requirements” section of the [OJP Grant Application Resource Guide](#) for more information.

Application and Submission Information

Applications **MUST** Include



These elements **MUST** be included in the application submission to meet the basic minimum requirements to advance to peer review and receive consideration for funding:

- **Proposal Abstract**
- **Proposal Narrative**
 - Statement of the Problem (20%)
 - Project Design and Implementation (35%)
 - Capabilities and Competencies (25%)
 - Plan for Collecting the Data for this Solicitation's Performance Measures (5%)
- **Budget Worksheet and Budget Narrative (web-based form) (5%)**
- **Letters of Support, Letters of Intent, and MOUs from project partners (10%)**



Remember, if you fail to submit ANY of required documents, your application will not be considered for funding!



Proposal Abstract

An abstract is a **clear and simple summary statement** about your proposal.

This statement should be no more than 400 words and should include:

- purpose of the project,
- primary activities,
- expected outcomes,
- the service area, and
- intended beneficiaries and subrecipients

This will be completed in the JustGrants Web-based form.



Proposal Narrative Format

The proposal narrative must:

- Be double-spaced
- Use a standard 12-point font
- Have no less than 1-inch margins
- NOT exceed 20 pages. Pages should be numbered “1 of 20,” “2 of 20,” etc.
- Be submitted as an attachment in JustGrants.



Proposal Narrative Format

The following sections are part of the proposal narrative:

1. Statement of the problem
2. Project design and implementation
3. Capabilities and competencies
4. Plan for collecting the data required for this solicitation's performance measures



Outline ALL the grant requirements and make a plan to fulfill each and EVERY REQUIREMENT.

Proposal Narrative: Statement of the Problem



For Purpose Area 1 this section must—

- Identify the nature and scope of the problem that the program will address.
- Describe previous or current attempts to address the problem; stakeholders who have been engaged; and challenges to successful implementation.
- Describe the communities to be served, including the geographic area, populations in the service area, and any groups that are vulnerable to human trafficking. Applicants should identify any relevant underserved communities in their geographic area using supportive data.
- Describe current efforts to address the service needs of trafficking survivors in the geographic area, including programs funded through OVC, the Department of Health and Human Services (HHS), the Office on Violence Against Women, or with Victims of Crime Act (VOCA) state victim assistance funds. Explain how the proposed project is not duplicative and targets identified gaps.

Proposal Narrative: Statement of the Problem (cont.)



- In addition to the items mentioned for Purpose Area 1, **Purpose Area 2** applicants should describe their understanding of the problem to be addressed by the TTA provider, including relevant equity considerations and challenges to reaching underserved communities.
- Applicants should identify existing quantitative and qualitative data that supports their Statement of the Problem.

Proposal Narrative: Project Design and Implementation



This **section** should include goals, objectives and activities that are aligned with the solicitation

- Be brief, concise, and clear.
- Make sure the information is consistent throughout your proposal.
- Create solid goals and measurable objectives:
 - Objectives should be **SMART**:
Specific, **M**easurable, **A**ttainable, **R**ealistic, and **T**ime-bound
- Focus on the future and setting a realistic timeline to complete the project.

Proposal Narrative: Capabilities and Competencies



This section must—

1. Demonstrate the institutional experience and expertise to effectively implement the requirements of this solicitation.
2. Identify the key individuals and organizations involved in the proposed project.
3. Demonstrate that the individuals and organizations identified have the capacity to address the stated need, including the experience and expertise necessary to address the criminalization of minor victims of sex trafficking; provide services to minor sex trafficking victims; and successfully implement the proposed project objectives. For Purpose Area 2, the applicant must demonstrate the experience and expertise to provide high quality training and technical assistance on the criminalization of minor victims of sex trafficking.
4. Describe specific roles and responsibilities of all project partners and key staff.
5. Demonstrate that project staff have appropriate training and experience to implement project activities as described in the proposal, including the knowledge and expertise necessary to implement culturally responsive projects with the identified underserved communities, and document staffing plans and position descriptions for staff to be hired.
6. Clearly describe who will implement activities as described in the Project Design and Implementation section.
7. Describe their experience managing federal grants for similar projects/populations and document their administrative and financial capacity to manage federal grants.

Proposal Narrative: Plan for Collecting Data



This section must include the following information:

1. A plan for collecting all the performance measures data required by this solicitation.
2. A description of the qualifications of key staff who will be responsible for collecting data and reporting performance measures in JustGrants.



Budget Worksheet and Budget Narrative (Web-Based Form)



- Use the JustGrants web-based form.
- Personnel costs should relate to the key personnel for the project.
- The budget should include adequate funding to fully implement the project, broken out by year, reflecting 36 months.
- The budget should be mathematically sound and correspond with information described in the Proposal Narrative and aligned with the project design.
- Address Priority 1B considerations, if applicable.



Create a SMART Budget



Be **SPECIFIC** when listing all your expenses

Under the computation column of the budget, make sure your costs are **MEASURABLE**

Ensure that your budget items are **ATTAINABLE**

If you put your timeline next to your budget, make sure each item is accounted for, then your budget should be **RELEVANT**.

Make sure your budget is **TIME-BOUND** and broken down year by year or month by month.

Budget - Match (Purpose Area 1 ONLY)



Federal funds awarded under this program may not cover more than 25% of the total costs of the project being funded. The applicant must identify the source of the 25% nonfederal portion of the total project costs and how match funds will be used.

- Matching funds are to be used in the same manner as Federal funds
- Recipients must maintain records/documentation regarding match

$$\frac{\text{Federal Award Amount}}{\text{Federal Share Percentage}} = \text{Adjusted (Total) Project Costs}$$

Required Recipient's Share Percentage x Adjusted Project Cost = Required Match

Example: 75%/25% match requirement: for a federal award amount of \$350,000, calculate match as follows:

$$\frac{\$350,000}{75\%} = \$466,667$$

$$25\% \times \$466,667 = \$116,667 \text{ match}$$



Applications Should Also Include

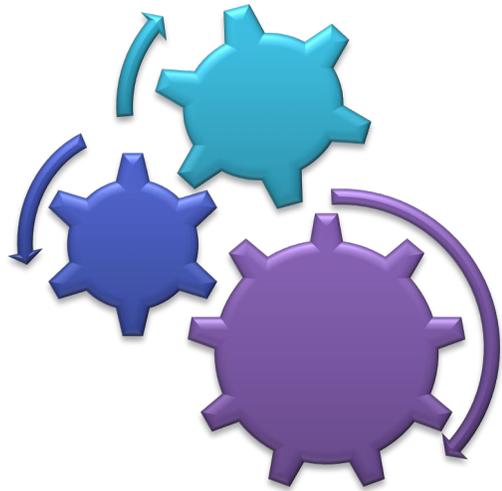
Along with the **3 required documents**, the following information should be included in the application submission:

- Information to Complete the Application for Federal Assistance (SF-424) in Grants.gov
- Standard Application Information (SF-424 info from Grants.gov)
- Indirect Cost Rate Agreement (if applicable)
- Financial Management and System of Internal Controls Questionnaire
- Disclosure of Process Related to Executive Compensation
- Service Partner Memoranda of Understanding (MOUs), Letters of Intent, and Subcontracts/Subgrants
- Training Plan (if applicable)
- Position Descriptions and Resumes
- Tribal Authorizing Resolution (if applicable)
- Research and Evaluation Independence and Integrity (if applicable)
- Documentation of DOJ Priority Areas (if applicable)
- Request and Justification for Employee Compensation; Waiver (if applicable)
- Disclosure of Lobbying Activities (SF-LLL)
- Applicant Disclosure of Duplication in Cost Items
- DOJ Certified Standard Assurance
- DOJ Certifications Regarding Lobbying; Debarment, Suspension and Other Responsibility Matters; and Drug-Free Workplace Requirements
- Applicant Disclosure and Justification—DOJ High-Risk Grantees (if applicable)

Hallmarks of an Outstanding Application



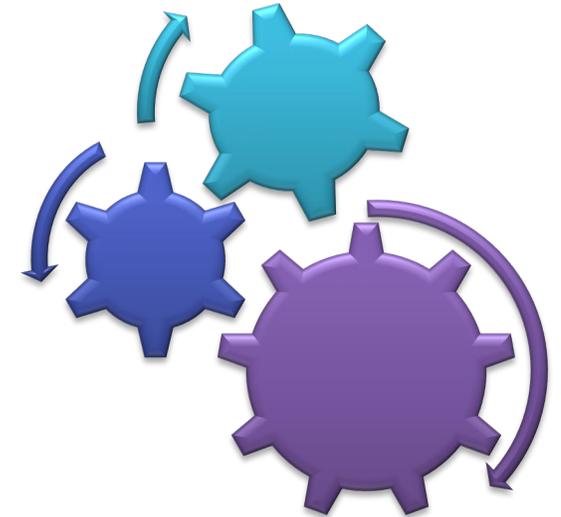
- Use simple and concise language.
- Ensure information is presentable and organized!
- Add tables, graphs, staff photos, and other images when possible while being mindful of grant guidelines.
- Be realistic about how you will achieve goals.
- Get feedback from those who may run the project!
- Make sure the proposal is consistent with the solicitation.
- Check, recheck, and check again—budget, grant requirements, references, and other grant details.



Common Reasons Cited for a Weak Application



- Too ambitious or lacks focus
- Applicant lacks appropriate expertise to carry out the proposed project
- No evidence of feasibility (do not assume reviewers are as familiar with the project as you are)
- Poor writing and a lot of errors



Application Process

Two Step Application Process



Submission into Grants.Gov
Due: **June 16, 2022**

Submission of the Full Application
into JustGrants and Grants.gov
Due: **June 23, 2022**

Application Submission Overview



Applicants have two application submission deadlines:

1. Grants.gov (submitting the SF-424 and SF-LLL)
2. JustGrants



It's OK to enter preliminary budget or programmatic data in Grants.gov and update later in JustGrants.



A JustGrants submission should include all items as defined in the solicitation.



Step 1: Apply in Grants.gov

DOJ applications require you to complete two things:

1

The Funding Opportunity and Application Package on Grants.gov.

- 1) Select **Apply for Grants** under the Applicants column.
- 2) Enter your email address to be notified of any changes to the opportunity package before the closing date.
- 3) Click the Workspace icon to use Grants.gov.

2

The SF-424 and SF-LLL on Grants.gov.

Within 48 hours of SF-424 and SF-LLL submission, you should receive two notifications from Grants.gov.

- 1) Confirming the receipt of the SF-424 and SF-LLL.
- 2) Stating whether the SF-424 and SF-LLL were successfully validated and submitted or were rejected due to errors—with an explanation.

Step 2: Apply in JustGrants

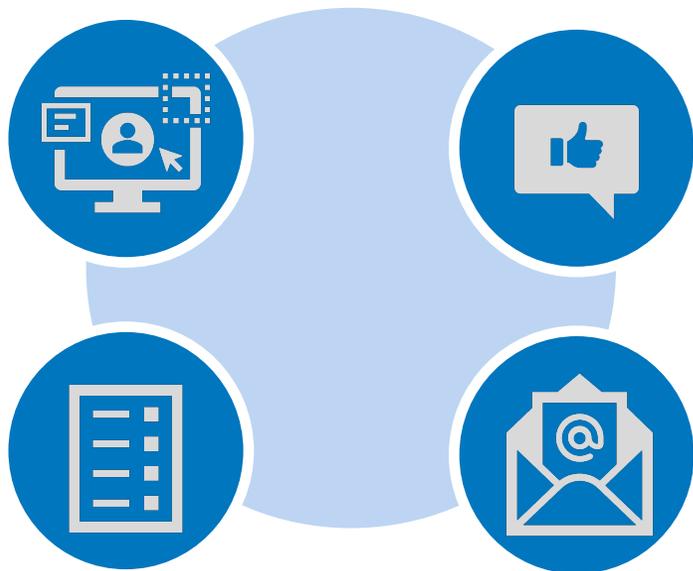


Applicants will then submit the **full application** including attachments in JustGrants at JustGrants.usdoj.gov.



Web-based Forms for Submission in JustGrants

There are certain web-based forms that must be submitted directly into the system.



- Proposal Abstract
- Solicitation-Specific Data submitted with the Application
- Goals, Objectives, Deliverables, and Timelines
- Budget Detail Form
- Application Disclosure of Duplication Cost Items

Pay attention to required sections. If a section is required and presents you with web-based entries, you cannot upload a document instead. You must use the format required in the application.

What to Expect After Submitting an Application

The entity will be notified that they have received an award when all applications for the solicitation have been reviewed before September 30.

The system will notify:

- The Entity Administrator and Authorized Representative when the deadline for applications has changed.
- The Application Submitter, Entity Administrator, and Authorized Representative when the application is received in JustGrants from Grants.gov.
- The Entity Administrator when the award notification has been sent.

The entity should check the system regularly so that any upcoming deadlines for submitting applications and documentation are addressed in a timely manner.

Once the application deadline passes in JustGrants, you may see a banner that says it is past due. If your status is “Submitted,” your application has been received by DOJ and you can ignore the past due banner.



JustGrants Training Resources

The Department of Justice (DOJ) grant making components—the Office, the Office of Justice Programs (OJP), and the Office on to serve as a resource hub for their grants management system of which launched on October 15, 2020.

Organized by Topics

Award Management eLearning Video

In this eLearning video, learn how and where to:

- Manage funded awards
- Locate and understand award information

Review the [YouTube Terms of Service](#) and the [Google Privacy Policy](#).

Grants Management Series: Award Management

Watch on YouTube

Training Video: JustGrants Managing Funded Awards; Video run time: 4:48 min.

Reference Materials

The following provides further clarification, definitions, and visual representations of processes and information.

- [Award Management Job Aid Reference Guide](#) (updated March 21, 2021)
- [Award Conditions Job Aid Reference Guide](#) (updated July 20, 2021)

Micro-learning videos

Award Conditions

Job Aid

Entity Users

Step 1: View Award Conditions

Select Award Conditions

Award Conditions are read-only.

- 1) From within the Funded Award, open the **Award Conditions** tab.

Award Conditions Reference Guide | 12

Job Aid Reference Guides

JustGrants Office Hours: Application Mechanics



<p>Application Mechanics: Submitting an Application Training <i>Key Audience: Entity Administrator, Application Submitter, Authorized Representative</i></p>	<ul style="list-style-type: none">•Preparing to apply•Completing the abbreviated application in Grants.gov•Entity onboarding and JustGrants access•JustGrants roles and responsibilities•Assigning users' roles to applications•Completing, reviewing, certifying and submitting a JustGrants application•Attendee questions about application submission	<p>Every Wednesday from 2:30-4:00 p.m. ET Click the link to register for the session you wish to attend:</p> <ul style="list-style-type: none">•May 18, 2022•May 25, 2022
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Check website for updates: <https://justicegrants.usdoj.gov/training/training-virtual-sessions>

OJP Grants Application Resource Guide



The screenshot shows the top portion of a website. On the left is the U.S. Department of Justice Office of Justice Programs seal. To its right, the text "U.S. DEPARTMENT OF JUSTICE" and "OFFICE OF JUSTICE PROGRAMS" is displayed. Further right are links for "Contact Us", "Careers", "Subscribe", and a share icon. Below these is a search bar with the word "Search" and a magnifying glass icon. A navigation menu follows with items: "Home", "About Us", "News Center" (with a dropdown arrow), "Grants/Funding" (with a dropdown arrow and a yellow underline), "For Congress", "Resources" (with a dropdown arrow), "Topics" (with a dropdown arrow), "Training", and "Data". Below the navigation menu is a breadcrumb trail: "Home / Grants/Funding / Applicant Resources". The main content area is a dark blue rectangle with the text "OJP Grant Application Resource Guide" in white.

Visit: <https://www.ojp.gov/funding/apply/ojp-grant-application-resource-guide>



OVC Pre-Application Webinars

- Review OVC's previously held [webinars](#):
 - *Part 1: Getting Ready to Apply*
 - *Part 2: Considerations When Building Your OVC Budget*
 - *Part 3: Preparing Your Proposal and What to Expect Next*
 - *Part 4: Overview of Upcoming Funding Opportunities in FY 2022*
- Review OVC's [current funding opportunities](#).
- Sign up for [News From OVC](#) to stay up-to-date with the webinars schedule.

Important Web Resources



- Office for Victims of Crime: <https://ovc.ojp.gov>
- DOJ Grants Financial Guide: <https://ojp.gov/financialguide/DOJ/index.htm>
- JustGrants: <https://justicegrants.usdoj.gov/>
- Grants.gov: <https://www.grants.gov>
- OJP Grant Application Resource Guide: <https://www.ojp.gov/funding/apply/ojp-grant-application-resource-guide>
- OVC Training and Technical Assistance Center: www.ovcttac.gov
- Grant Performance Measurement Reporting: <https://ojp.gov/performance/>
- OJP Resource Center: <https://www.ojp.gov/ncjrs/new-ojp-resources>

Important Contact Information



Technical Assistance Submitting the SF-424 and SF-LLL into
Grants.Gov: 800-518-4726, 606-545-5035 | support@grants.gov



Technical Assistance Submitting the FULL APPLICATION into
JustGrants: 833-872-5175 | JustGrants.Support@usdoj.gov



Technical Assistance with Programmatic Requirements contact the
OJP Response Center: 800-851-3420 | grants@ncjrs.gov

Important Dates



Part 1: **Submit SF-424, SF-LLL** in Grants.gov by



Part 2: **Submit Full Application** in JustGrants.gov by



Sign Up And Stay Connected!



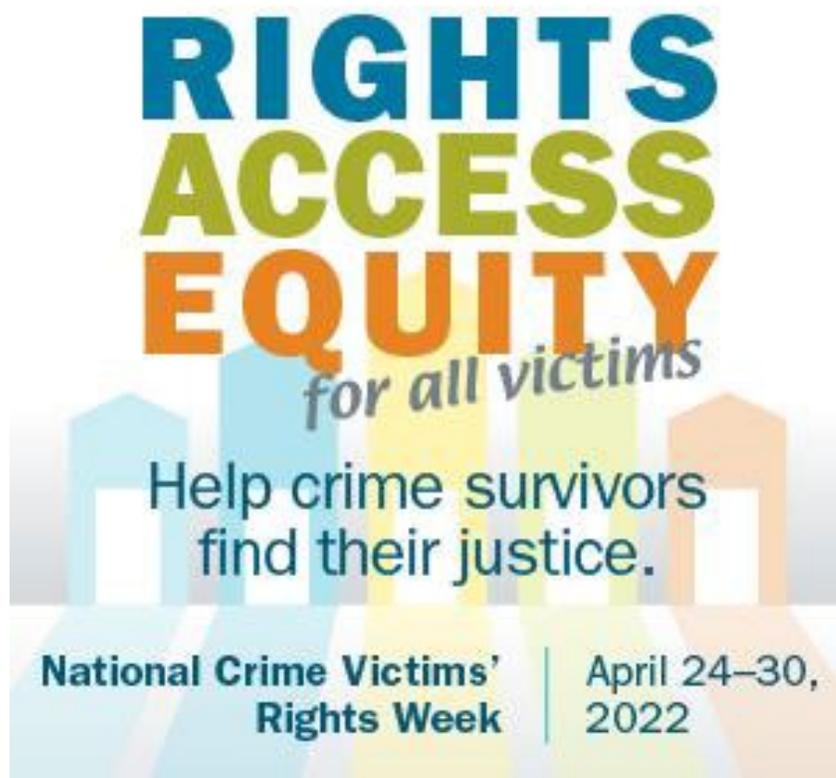
The screenshot shows the top portion of the OVC website. At the top left is the OVC logo, which includes the Department of Justice seal and the text "Office for Victims of Crime" and "OVC". To the right of the logo are navigation links: "Help for Victims", "About OVC", "Subscribe", "FAQs", and a share icon. Below these links is a search bar with the word "Search" and a magnifying glass icon. Underneath the search bar is a horizontal menu with the following items: "About OVC", "News & Events", "Library & Multimedia", "Funding & Awards", "Programs", and "Topics". The main banner features a green-tinted background image of several hands clasped together. Overlaid on this image is the text "Justice for victims. Justice for all." in a large, white, sans-serif font. Below this text is a dark blue button with the white text "Help for victims".

© iStock.com/scyther5 (see reuse policy).

Sign up for updates on new funding opportunities and other OVC announcements at:

https://puborder.ncjrs.gov/Listservs/subscribe_newsfromovc.asp

2022 National Crime Victims' Rights Week



Use the [2022 NCVRW artwork](#) to help inspire your community and raise awareness of victims' rights. The 2022 NCVRW theme is ***Rights, access, equity for all victims.***

This year's theme underscores the importance of helping crime survivors find their justice by—

- enforcing victims' rights,
- expanding access to services, and
- ensuring equity and inclusion for all.

Go Social With OVC!



Like: <https://www.facebook.com/OJPOVC>



Follow: <https://twitter.com/OJPOVC>



Watch: www.youtube.com/user/OJPOVC

Questions?



To submit a question, use the [Q&A Box](#) and select [All Panelists](#)