

HEATHER MILLER: ...Services and Integrated Services Orientation (Meet HTC). Welcome. So, as a reminder, this orientation is intended for award recipients under the OVC FY 2024 Services for Victims of Human Trafficking and Integrated Services for Minor Victims of Human Trafficking. This is an opportunity for awardees under these grants to meet and familiarize themselves with their assigned OVC training and technical assistance provider, as well as learn more about training and technical assistance, or TTA, support opportunities, and resources. If you're just interested in learning more about this grant program, you're welcome to attend the orientation. However, the intended audience is that FY24 Services for Victims of Human Trafficking and FY24 Integrated Services for Minor Victims of Human Trafficking.

So something that HTC likes to do is offer you these engagement tools. So we'll use these icons in certain slides to show you how and when you can interact and/or engage with us. We have the Engage slide where we'll use Microsoft Forms to ask you questions in real time and get your answers. If you've never used it before, don't worry. We'll talk you through it when we get to that slide. It's very easy to engage. You'll have options to logging in and typing your answers and all that good stuff. Again, we have the Chat and the Q&A functions you'll see there. Please use the Q&A for questions to the panelists and then the Chat function for talking to other participants or if you just wanted to--you know, just wanted to say something nice.

There's also the resource handbook. If--you should have received your resource handbook prior to this orientation. If you have not, don't worry. We will get that to you. We have--we'll be posting a link in the chat, as well as have it available. If you're watching a recording and you would really like to get that handbook, we will be able to provide that to you as well.

All right. So we're going to use that little Chat icon here for our icebreaker of the day. "If you could only eat one food for the rest of your life, what would it be?" I know for me, my answer would be potatoes, because then you could have--you have all your main food groups. You have your breakfast, hash browns. Fries for lunch. Mashed potatoes for dinner and breakfast, because I love potatoes. We got coffee. There we go. Keeping you energized. I see pizza, pasta. Pasta's another really good one. Ooh, dumplings. I like that. Ice cream? Let's be real. If we could all just eat ice cream for the rest of our lives, why not? Steak, bananas, ramen noodles. You know, got to get those staples in. I like it. Rice. That's another big one for me too. Breakfast sandwich? That could be very versatile. It could have all kinds of different things on there. Awesome. Well, thank you all so much for engaging with that. We got that kind of little icebreaker going.

So here's some more about the resource handbook that I mentioned earlier. This is meant to be a tool that you can take with you after this orientation. There's a lot going on. A lot of information from this orientation and other ones you've done, so this is a way to reference back to that. To support other staff who may be new hires or coming into like a learning--and that they need to do it to get into your programs. In it, we define technical and training assistance or TTA and show you how the Human Trafficking Collective or HTC provides that, use it, approaches it, and all of the great learning

engagement that you can do with us throughout the course of, you know, your first year and on. There's also frequently asked questions in there. There is an HTC Team and TA Navigator Directory. So if you're not sure who your point of contact is, they'll be listed in there as well. We also define our events and engagement, which we'll do today in our orientation as well. But, again, lots of information, so you'll be able to go back to that and get some quick answers. We will also have contact resources for other support areas, whether that's performance measurements, JustGrants, OVC, other TTA providers, all that good stuff. So, hopefully, this is just something there--that you can use throughout all of this process.

Before we get started, we wanted to turn it over to Darian Hanrahan, she is an OVC Victim Justice Program Specialist, to say a few words.

DARIAN HANRAHAN: Thanks, Heather. And hi, everyone. Like Heather said, my name is Darian Hanrahan. I am a Victim Justice Program Specialist with OVC's Human Trafficking Division. I am also the lead for our Services for Victims of Human Trafficking program. My colleague, Cindy Erich, is our lead for our Integrated Services for Minor Victims of Human Trafficking program. I also manage HTC's wonderful TTA award and I'm really excited to introduce you to the team today. For those who may not be familiar with HTC, they're going to be your dedicated TTA provider for any and all TTA needs you're going to have through the course of your award. If you haven't worked with them before, you are in for a treat.

So, as you may know, OVC has been providing anti-trafficking funding for over 20 years and our division oversees the largest amount of federal funding for anti-trafficking programs in the United States. We provide funding in forty-nine states, one territory, and DC. And our human trafficking division actually manages over 400 awards and over \$300 million. So--and the majority of that money goes to support direct service for victims.

This year was one of our most competitive funding years under these few programs. We received almost 200 applications under our Services for Minors--or our Services for Victims of Human Trafficking program and 43 under our Integrated Services for Minor Victims of Human Trafficking. So--and, of those, we made 32 awards under our Services for Victims of Human Trafficking and 12 under our Integrated Services for Minor Victims of Trafficking. So very competitive this year. Congratulations, again, on your award.

From here, I'm going to hand it over to the excellent team in HTC so they can spend time talking about all of the wonderful things they do.

HEATHER MILLER: Thank you so much, Darian. Thank you for being here. And all the support you give to HTC, as well as everyone on this call, and all the good things. If you're thinking, "I just heard Darian in a different orientation. Am I going crazy or having deja vu?" No, you're not. Here is your--a brief schedule of the orientations. You're almost there. You have one more on the 31st for the other TTA providers. So today is

the third one. We have also put a link in the chat for the full orientation schedule, which will be a really good thing to bookmark, if you haven't already, to have available. That's going to have your recordings, as well as defining who needs to attend what orientations and when and why. So definitely recommend keeping that handy.

All right. So our official plan for today. Today, you will get to meet us. You'll get to meet our team as well as key Navigators. You'll get to learn about all the different events and things we have planned for you and also lots of other different available resources and support opportunities. And, today, we will also get to know you and some of your current needs. And we're going to go ahead and do that now by using that Microsoft Forms we talked about. And I'm going to turn it over to our Program Director, Aubrey Lloyd, to get to know you all a little bit more.

AUBREY LLOYD: Hello. It's so good to see so many friends that we've been working with before in the past as well as new folks. So, again, you can scan the QR code with your phone, you can click the button. The link is also in the chat. Multiple ways to let us know how many years of experience you have working in the anti-trafficking field. For me, I'm just--I'm over 20, which makes me question lots of things, but I've been in it for a while. Ah, we have some fellow travelers. All right. Ten plus, six to ten, one to three, four to six. Less than one year, welcome. All right. Lots of good experience here.

So I love this for our field because it just talks about the importance of like fresh ideas and looking at things differently with folks that are coming in kind of with fresh eyes and fresh experience and those that have been, you know, in the trenches doing the work for a long time. Colleen, I see you, about five years, in the chat. Awesome. And the wonderful thing is that our team, whether from staff or from our TA Navigators or our consultants, we all have kind of varied experience in and out of the anti-trafficking sector. And so we are excited to have you here and look forward to getting to know you all.

All right. So we did well with the first poll. Can we do the second? Will the technology folks love us. All right. "What type of training would you like for your staff and partners?" Think big. We get this information for the whole year to be able to connect with and, you know, keep, you know, integrating this information in. So "labor trafficking." Absolutely. "Trauma-informed care," "voluntary services." Lovely. Yeah. So some 101, right? How do we give you the essentials and then kind of navigate beyond that. Fantastic. Labor trafficking coming up quite a bit. Love seeing that. Yup. How are we [INDISTINCT] assess, are we looking at risk factors? We're going to talk about some of those pieces with some of the products and materials we have available. "Working with law enforcement, immigration." Yup. Yeah, just understanding the rights for victims, right? "Training materials." Oh, you need to update--oh, I love you. "You need to update them badly." We have a training just for you. So very, very cool. And all of our folks on our team, again, we have experience working in the field. You know, most of us had been grantees or connected with the--you know, with the victim service field as well. So we will tell you about some of those opportunities in a minute, but I'm excited. Oh, "DEIA." I love it. Perfect. "Immigration relief, forced criminality." Absolutely. Coerced criminality

has been coming up in some different ways as well and kind of those dynamics and those differences. Cool. Love to see it. So if you're excited about that, just keep on adding because that helps us actually navigate and create the spaces that we're going to be talking with you about over the next year.

So we're your TTA provider. We're free for--you know, we're here just dedicated to you completely. But sometimes folks don't want to ask us for help. So why do we sometimes think it's hard to ask for help or support? "It's limited resources." "Because of the pressure to know all the things." Right. "Not sure where to start." Right. "Like I have so many questions, I'm not even sure how to frame the question." Lovely. Yeah. "Just getting stuck in that 101, right?" Uh-hmm. "May not know what to ask or what's available." "Feelings of shame and not wanting to be indebted." Yes. Absolutely. "Fear of being wrong." This field has moved and grooved in some very different spaces and some instances, in very interesting ways over the last couple of years. And so, you know, we are experts, right? We're funded to do these, you know, amazing things. And then are we going to, you know, go ahead and put ourselves to be vulnerable and ask the questions that we may not be right in? "People not willing to teach and coach." All right. "Fear of not fulfilling requirements." Absolutely. Oh, "asked before and didn't get the support." Yup, that does make it very hard to--you ever get those resources and I'm like, oh, this is a great resource and then you clicked it and it's like a dead link and it doesn't take you anywhere and then you can't get ahold of anyone to help you with those things? Just me, Am I the only one? Yup. "Fear of being wrong, letting your participants down." Absolutely.

And so some of the things--so there's a lot of information that's been given to you since you got the acknowledgement of your award and there's a lot of words we're going to be using today. The things that I want you to go back to is that we are here to help alleviate all of these things. We have resources. We will walk with you. You're going to be introduced to a very specialized team that's just for your cohort. And again, if you ever get to the place where you're asking for help and they're not giving you the right answers, you can always contact me and we will make sure to sit down and figure things out together. We might not always have the answer but we are very willing to go through and look for those with whatever questions come up. So welcome and thank you for being so vulnerable. And yay, tech gods, they are working for us.

Okay. So what's the difference between OVC and HTC? We have words on the screen. Any thoughts? They're like, "Aubrey, I'm so done participating." Okay. So OVC is your federal victim service program funder, right? They're going to help you ensure that all of your administrative, programmatic, and award conditions, any of those questions related to am I doing this work right? Am I submitting everything in the space that I'm supposed to? That's who OVC is. And HTC, we are not OVC. We are funded just like you. We have a cooperative agreement and we are here to help support what all of those things mean, right? When I was working in the field, I would have loved to have someone come alongside me and say, "Hey, have you thought about this for your screening?"

Oh, what about that in relationship to your training materials? Oh, we have this special condition to think about how we're talking about diversity inclusivity in our programs, but where do I go for that?" So everything we do and everything we create literally is just for all of you of how to integrate your award differently, how to be able to support your team, how to support yourself and your supervisor. If you're brand new to the field, how do we support you getting to know, kind of, the most cutting edge resources that's available to all of us? And so we're going to talk about a lot of things. But again, our job is just to be here for you. And there's this information again in your resource handbook.

So again, like I said, our whole job is dedicated to you. And we also [INDISTINCT] to support your team and especially when new team gets hired, we are a great resource to connect with, but also your partnerships. Sometimes you're working with brand new partners that need a little bit of additional support, or maybe we're working with partners that have been in the road with us for a long time but just everyone is getting tired, there's scarcity of resources, you know, just all of that kind of ick that comes into the heaviness of working in direct services. We're here to help support them as well.

And again, one of my favorite things to do is to connect you with each other and to be able to learn and grow. And sometimes, we're so busy and we're just trying to get the day one to the day two done. It's fun and refreshing to step back and just be like, oh, this is larger than just me. This is larger than just my organization here. And, oh, I just got this idea, you know, to--because I was connected with someone else. So we're excited to be able to connect you with each other as well. And you want to talk about where you're growing, where you're being successful and where you're like, if I have to have this struggle one more time, I have no idea what to do with it. We're happy to connect with you on all those things.

So a little bit about our approach. And so we're not--you know, lots of technical training assistance providers do similar pieces, but what's important for us is to remind you that trauma with everyone that you're working with is not centered on just human trafficking, right? So we're going to talk a lot about what the whole person is in relationship to this crime. So we're not going to just talk about how this particular victimization has caused an impact, but how this fits into everything else that is imparted with the person that you're working with. We want to be comprehensive and person-centered and culturally appropriate, right? Everyone has more needs. And this is not meant to be one more thing we add, right? Of whole person and survivor-centered and survivor-defined and trauma-informed. No. If we do this right and thinking about the whole person, we have the ability to lean in and connect and actually make our jobs easier. So I don't want you just to think, oh, no, we have new things to add here, right? It's definitely being able to sit here and think about how do we do this in a bigger lens? And how do we make sure we're looking at just not what's, you know, being identified with the people that you're working with, but what are the systematic barriers? What are the barriers and the challenges that are happening there as well?

And then you'll hear a lot about data in relationship to some of our practices. But all different areas to keep you engaged, you know, like the easy podcast to tap into and get all your updates.

And again, you'll hear, kind of, some of these things in different ways as well. So we want you to give access to your whole anti-trafficking service grantee family, right? We have lots of folks doing this work again, folks that are brand new, people that have been doing it for a long time. And we're going to help you give access to all of those pieces. We also want to make sure you understand that you have access to OVC and all of their amazing expertise. And, you know, so sometimes you're like, I'm scared to talk to the federal, you know, agency. And we're there to help support that because they have amazing insight, and we want to make sure you have access to them as well.

We're going to learn and more importantly we're going to unlearn together. So sometimes, you know, even--you know, I've been doing this work for a really long time and sometimes I'm like, I learned that wrong, you know. I centered on an approach that wasn't as effective as it could be, you know. I'm thinking holistic but I'm missing some pieces of equity here. So we're going to learn and unlearn together, and we're going to give spaces for you to be able to do those things. We're going to engage. We're going to have fun and all of our webinars going forward, we also have it in live Spanish translation. If you come early, you get to see me dance and play a little bit of music. And again, just to help, you know, you to be able to connect. And we really feel like we're a team here for you as well.

Okay. So let's meet your team. So as I said, I am the director. My name is Aubrey Lloyd. And I have been working on this particular work, for this project in a couple different variations going in to my ninth year. So I'm very excited to continue that work, but I've been doing direct services since I was 18. I'm not 18 anymore but I've been doing direct services for a very long time, and just love being able to help folks that are in the field, working in the field, struggling in the field, because I just love this work and I love being able to think about justice in different ways. So Ms. Shaver.

KATIE SHAVER: Hi everybody. So great to be joining you today, and looking forward to meeting you all in the future here. My name is Katie Shaver. She/her pronouns. I have been with the HTC project coming up almost seven years exactly to the day. And grantees can expect to see me working--you may see me in office hours, in different trainings, and providing TA support. Heading to Mary.

MARY BAKER-BOUDISSA: Hi everyone. So glad to be with you today. I'm Mary Baker-Boudissa. I use she/her pronouns. And my role is the Senior DEIA Lead for HTC. I've been here just over a year but was a Navigator and met some of you prior to coming here for about two to three years. So I'm really happy to be part of the DEIA Series, so you'll see me in that whether it's in person or the virtual series. And I'm really looking forward especially with engaging with you and thinking about beyond traditional DEIA. What are the ways that it supports sustainability and really your program impact and

staff wellbeing as well as your client engagement? So thanks for having me. I'll turn it to Ebony.

EBONY VELAZQUEZ: Hi everyone. I'm Ebony Velazquez. I use she/her pronouns. I am a TTA Specialist with HTC. I have been working with HTC going on two and a half years now. I am very excited. I was a grantee myself. And so you will see me in the space, so supporting our Navigators, which you will meet shortly. And just providing additional support as they walk through you with your--providing you and supporting you through any TA needs that you have. So I look forward to meeting all of you all as we help and support you going forward with your new award. And I'll pass it over to Morgan.

MORGAN RUMPLE-WHITING: Thanks, Ebony. Hi everybody. My name is Morgan Rumples-Whiting and I use she/her pronouns. I have been a TTA Specialist with HTC for just over--a little over two years now. And I--you'll see me various different places. I support some of our seasoned grantees in providing TTA. And also as we venture and look at shifting our red flag focus in our work, you'll see me throughout that doing trainings and different--creating different resources in that arena. So, excited to see you all here. Congratulations. And I'll pass it to Heather.

HEATHER MILLER: Hello everyone. It's me Heather Miller. I use she/her pronouns. I am a TTA Specialist with HTC. Just passed my one year anniversary with this team. And you can see me if you're a part of my TTA cohort which we'll talk about a little bit later as well as if you are participating in some of the engagement opportunities we're going to be talking about later such as monthly office hours and upskill labs and HR spotlights, which we'll talk about later. Thank you. I'll turn it over to Chelsey.

CHELSEY MEAD: Thanks, Heather. Hi, everyone. My name is Chelsey Mead. My pronouns are she/her. I am pretty much brand new to the HTC team, just joined in the last couple of months. But I've been in the anti-trafficking field since 2013. You can expect to see me here as a TA Navigator, which we'll talk about in a little bit and in some of our virtual trainings that we'll offer throughout the year. And you will also see me with Heather to co-facilitate our monthly office hours.

AUBREY LLOYD: Thank you, everybody. All right. So again, those are the--some of the folks in your team. So again--so I want you to think about TA, but we're going to get into kind of some of the specific areas that we, kind of, work and navigate in, but I want you to think about. We have experiencing--experiencing. Not using the right words, but managing volunteer programs. We have folks, I'm not going to call them out (Bethany) loves thinking about policies and procedures, right? We all have done training and outreach in lots of different ways. As like you heard, as some of the folks like Morgan talking about in her opening. We have managed and directed HT programs, programs that were isolated and by themselves, programs that were integrated into other victim service areas. And we also have done large event planning. We know the struggle of doing a CCR. And if you don't know what that is, it's okay. You'll get there. We also have experience doing program evaluation. You know, working in health crisis and

intervention, you know, with systemic barriers and gaps. And so all of this expertise again, is there for you as well.

And so we kind of already heard this, and this again is on your resource handbook. I'm not going to say this is the most amazing thing ever, but it is pretty amazing. It has all the things that you need. You can share it to all of the other folks that also need stuff in your organization or your partners. But it's going to tell you who we all are, how to connect with your cohorts. But if you want to take a look on page six and seven of your resource handbook, it kind of talks about what this is, right? So again, we're going to have monthly individual and cohort check-ins. So all of the medical folks that have been awarded, we're going to be able to hang out and get to know one another. All of our legal friends, we're going to be able to connect and talk with each other. We're going to talk about policies and procedures. And even in one of the early orientations, someone was like, "When do I need to do this?" All of that will be given to you, but we're there to help you connect and be thoughtful about what is that practice look like for you. So even though that may sound daunting, it's not. And that's something also you'll see Ebony in as well.

We love sharing resources. You guys are in--you know, on the ground doing some amazing work. So when we hear something from one, we share it with everybody else. We also--like if you're, you know, maybe newly funded or you're updating your training, we're there to, you know, to look at your materials and give you feedback and be like, "Have you thought about this?"

Over the last year, we've been doing a lot, like Morgan said, about, you know, rethinking the red flag framework. And we're there to help you think about what does that mean for you and your partners and in your community? So again, you know, peer-to-peer connections, supporting with what does it mean to have a strategic plan? "I know I'm supposed to be sustainable, and I can already be thinking about that, but this is my year one. And so what should I be doing related to that in year one?" We have trainings, you know, specialized just for those types of pieces. Again, and we want to know what's happening in the community. You want to know what's happening within your organization. Because sometimes there's things that, you know, some of the other peers have been working through. And some, they're like, "oh, we haven't heard this before." And so we can again, we can explore together.

All right. So you've heard us use this word. And again, this is in your resource handbook as well. So TA Navigators. So I like to have--and we have a video that we're going to share with you. We're not going to try to populate it because the gods were already good for us at the beginning, so we're not going to try to do that now. But we have a video that you can see to kind of help understand who HTC is. And so kind of thinking about, you know, when you're going on a trip. And we're wanting to think about the road that we're going on and, you know, which is the best place in the way that we should go? The TA Navigators are that for each of you.

So you're going to be designated a specific person that has expertise in the area and in your cohort. And again, they're going to be able to talk to you about, you know, what's going on with your award, making sure that you understand, you know, any gaps that, you know, haven't been addressed, being thoughtful of connecting with one another. And it says, again, this is a nice place to connect and know that you're working through something together. And this is great for the folks that are doing the direct service work. It's also a time for supervisors to be able to connect as well. But the TA Navigators are like your, you know, your, you know, your Waze, you know? They're going to be able to help you, you know, navigate all of the things with this new award. And, you know, some of the folks that have been awarded before, if you want to, you know, throw some love in the chat from your TA Navigator. But they're just nice to have a person that you can contact and be able to think through things with and be able to get some support. So you're going to be assigned an--a TA Navigator and they'll be connecting with you over the next couple of months.

A Strategic Advisor. So these are folks that have been in, not just in, you know, the anti-trafficking field, but in, kind of, adjacent fields as well, because sometimes we need to be thinking outside of our just little siloed box, right? And so again, we have live interpretation and translation. We have folks that have designated lots of expertise in strategic planning that can provide those services to you and your organization for free. We have folks that are working in health sectors, you know, looking at community. You know, what--what's happening in our community that become health deterrents that we should be, kind of, thinking and narrating a little bit differently.

And so again, we have people that are there to connect with you and your TA Navigators that, again, aren't always in the anti-trafficking space, but can help us step back and pause and make sure that we're kind of looking through things in a bigger lens. And again, that's in your resource handbook.

So, as we said, we have different cohorts, you know, and so we're very excited about these pieces. And so for Developing Capacity, Daniela Deas will be your TA Navigator and you'll get to say hello to her in just a minute. And your advisor is Jennie Tice.

Comprehensive Services, they all decided you want to do a little bit of everything. And so we have two amazing folks to help support you, Jamie Rosseland and Jasmine Myers. And then also Jennie Tice will be your Strategic Advisor as well.

Yeah. We can actually get the resource--we'll hand--so all of the resources and everything that we share today, I'm just responding to you Andrea in the chat, you'll get an email from us with those direct links as well. Okay. If anyone else is having challenges with the links, let us know, but you'll get all of our resources again.

So Legal folks, Jamie Beck, we're excited to have her join us. And she has some great expertise about being in the field and being a grantee themselves. And then Angela Alvarado, also an attorney working in, you know, direct legal care, going to be able to help support you all.

Economic Empowerment. This is a really exciting new space. So Heather Miller is going to be here to support you with that. And then Mary Baker-Boudissa, who's also supportive on our team, is going to be your Strategic Advisor.

Behavioral and Physical Health Services, kind of a new model for us and a great way for us to be able to add Chelsey to our team, who also has that, you know, that background in her space. And then Romero Davis, if you haven't met him, he's an amazing person, and we're very excited to have him be part of our team. He talks a lot about male survivorship and also some of those health deterrents that are happening in our communities.

And then last but not least, but our Integrated Services for Minors, Bethany Gilot has been doing this work and is a standout in all things related to working with minors across our country and she's going to serve as your Team Navigator. And Abrianna Morales is going to be serving as your Strategic Advisor. So welcome everybody.

All right, so Daniela, pop in and say hello.

DANIELA DEAS: Hi, everybody, good afternoon. My name is Daniela. My pronouns are she and hers. I look forward to working with this year's cohorts. And I'll pass it to Jamie.

JAMIE ROSSELAND: Hello, everyone. My name is Jamie Rosseland. Pronouns are she/her. I'll be working with the Comprehensive Services and I'm really passionate about connecting with people, helping grantees really be the best that they can be. I really love digital outreach, stages of change, and I also get a little bit nerdy about policies and procedures like Bethany does.

JASMINE MYERS: Hello, everybody. My name is Jasmine Myers. Pronouns she/her. I will also be working with the Comprehensive Services and I'm super excited and looking forward to working with you all. And I'll pass it to Jamie Beck.

JAMIE BECK: Hi, everyone. This is Jamie Beck. My pronouns are she/her/hers. And I'll be working with all the Legal grantees and I'm really looking forward to helping folks develop, build, grow any programs that they have. Program development is definitely one of my favorite things. And I've been both a grantee and now I'm stepping into this role this year. And I apologize. I don't know who to pass it to.

HEATHER MILLER: Hi. It's Heather Miller. Pronouns she/her. I will be working with the Economic Empowerment, Education, and Employment cohort. And so very excited to get into that with you all. I think what I'm most excited about is finding creative solutions to barriers, especially when it comes to working with foreign nationals and some of the barriers that they experience. And I'll turn it over to Chelsey.

CHELSEY MEAD: Thanks, Heather. Hi again, everyone. It's Chelsey Mead. She/her pronouns. I will be your Team Navigator for Behavioral and Physical Health Services. I

think what I'm most excited about for this year is talking about meeting people where they're at, whether that's an individual who's coming in to receive services and maybe experiencing a state of crisis or even staff who are experiencing burnout or vicarious trauma. And I will pass it over to Bethany.

BETHANY GILOT: Thanks, Chelsey. Hello, everyone. My name is Bethany Gilot. I use she/her pronouns. I will be working with the Integrated Services for Minors cohort, which I'm very excited about. I'm going into my fifth year as a TA Navigator. I'm so excited today to see so many familiar faces from previous fiscal years and excited to read your policies and procedures. Others have noted that that is a passion of mine. It's my love language maybe. And I'm just really excited to work with--in this--with grantees in this new cohort style and really just bolster and engage in that peer support model. So I'm excited to see how that works out this year and work with you all, thanks. Passing it back to HTC.

AUBREY LLOYD: Thank you, everybody. And so now Jamie Rosseland, I get to also pick on you and Bethany of loving to do the things that most of us do not. When I was a director, did I love creating policies? No, but they do. So you have some people that want to give--so you giving them policy and procedures is their love language, friends. We are helping them help you. Okay.

All right. So timeline, kind of like we did it at the beginning, checking in, where am I? There's been a lot of things going on. So what's going to be happening next is we're going to be then having you connect with your TA Navigator, connecting with the fabulous folks that you just heard from, being able to understand, "Okay. Now, what did I just hear in this really fun orientation that I went to? And there's videos that I think they sent and there's a resource book that maybe I can download. What was all of that again?" That's exactly what you're going to be doing in November and December. So again, don't feel anxious. Don't get excited about, oh you're missing something. You're right on time and you're doing exactly what you're supposed to be doing right now.

So November, December, easing into the holidays and then into the--you know, the end of the year, meeting your TA Navigator and then again, being able to have some, you know, connections, starting to say, "Okay. These are some things that I know are going to be problematic." Or "these are some things that I've been worried about or that I can already see happening." Or, you know, "I wanted to redo some stuff for our January events. Has anyone been thinking about that?" All of those things, again, are things that we can start talking about when you start meeting with your TA Navigator.

And then in January, we're going to start meeting your Strategic--I need to rethink that word because I can't say it, the Strategic Advisor. And again, they're starting to work with your cohort, getting to know one another as well. And this is such a fantastic way to also--you know, when OVC's like, "Get to know each other," you can check this off in your reporting because we are intentionally creating space where you get to--for you to get to know other grantees as well. And then every month, again, cohort check-ins if you need some additional support, there'll be that time to connect and to schedule that

as well. And then we will have additional trainings and resources and things coming up for you as well that Katie's going to get into with you in just a little bit.

Okay. So, lots of words. How are we feeling? Again, we love policies and procedures. We like working with you. Don't always understand the systems? Over here and we do it. Evaluation research, I love data. It makes me very excited. I didn't think I would love data as a social worker, but somehow, I got the buck and I'm all about it. Familial trafficking. I wanted to talk more about labor trafficking, connecting you with that TA provider as well is already something that we can be thinking about, how to set up a survivor advisory board, how to connect with other folks. So again, lots of expertise and we are literally only here to help support all of you.

And some additional TA providers. And if you haven't got to know them a little bit already, you will definitely get to see them on Halloween. I said somebody should, you know, definitely have some conversations and like maybe, like, wear some vampire gear. I don't know if they're going to listen to me, but you might want to check it out on the 31st just in case they do. But SETTA, we work for very closely with them. Kind of how to rethink your survivor engagement. Lots of learning potential there as well. Cast also does legal TTA. Framework, great opportunity to understand more about labor trafficking. They have lots of new resources coming out. Freedom Network, you may have already--if you have a housing grant or if you have a housing partner, they have made--I've already got to know their TTA provider that does the housing support. And then Futures Without Violence does employment support. So again, links all here to be able to connect with them. And again, they have some ability to connect with you on the 31st as well.

All right. Heather and I are here and we're here to answer questions. So, let's go.

HEATHER MILLER: All right.

AUBREY LLOYD: Do we have any questions?

HEATHER MILLER: We had one question that was answered by Darian in the Q&A if anyone wants to look at that. The question was, "What policies and procedures will grantees be expected to submit to HTC for review?" Darian answered, "The OVC HT Program Frequently Asked Questions includes information on OVC's expectation for the programmatic policies and procedures." She gave a link to that. Highly recommend you bookmark that FAQ page. Very, very useful. And more info on the submission process will be shared by OVC in the coming months. Stay tuned. I don't know if you had anything to add to that, Aubrey.

AUBREY LLOYD: I mean--so this isn't--this isn't my love language, but other on our team as we've heard, it is. So, this is the kind of experience. Sometimes we have policies that are created because something went wrong in our program, right? Sometimes we have things because we adapted them from another program or another partner. And so we just adapted it to ours. This is the ability to connect and be like,

"What do you do in practice and what do we have on paper and how do we assure that those two things are actually, you know, congruent with each other?" So, it's a great ability to stop and connect and pause because we very rarely ever have time to update our paperwork, make sure that our screening tools are the most updated. And so we're going to give you the ability to do that. And if you don't have a policy or a procedure that we think is very beneficial, we can also give you examples and support to create that as well. So, it sounds scary, but I really hope that you guys are not as scared when that time comes early next year.

HEATHER MILLER: Thank you, Aubrey.

AUBREY LLOYD: Any...

HEATHER MILLER: We have one other question in the Q&A. It's, "Can staff who are not funded on our OVC Services grant but are doing anti-human trafficking work, participate in TTA?"

AUBREY LLOYD: I feel like I should just have Darian answer this. So, we are here to support the funded folks in your award and that, you know, that are your--in your partnerships. But, you know, we are here and can provide support. But we are technically here for the funded folks in your organization. But we love to share resources. Darian, how wrong am I?

DARIAN HANRAHAN: That was a perfect response, Aubrey. Thank you.

AUBREY LLOYD: If you invite a friend, I may not know. But we're here to help support you and all of the folks in your organization. Okay. Any other questions?

HEATHER MILLER: Hmm. So, one more popped up around policies and procedures as well. "How often do you need to submit policies and procedures if you've submitted them under previous grants?" And Darian answered, "Stay tuned for information from OVC on the submission requirements in the coming months."

AUBREY LLOYD: Perfect. Stay tuned. All right. Okay. We're going to proceed and let you get to know about Kate--Katie's going to talk to you a little bit more about all of the additional work that we do. And again, if you have questions, please feel free to enter them into the Q&A. Thanks, everybody.

KATIE SHAVER: Absolutely. And thank you so much, Aubrey. And like she said, keep those questions coming in the Q&A because we will have another question planned a little bit later on. So, now we're going to talk--we're going to shift and talk some about--some more about HTC support opportunities and initiatives coming up. The HTC team, we've shared previously but can place again the helpful who is HTC video in the chat to support you in learning some more about the support that we provide. Like obviously Aubrey previously emphasized, our whole job is dedicated to supporting you.

So, some ways that you can expect to connect with us, with our team, our experts, and each other during our time--your time as an OVC-funded services grantee includes monthly office hours. Those are held on the third Thursday of each month. They're an informal drop-in space. They're not recorded. We love to celebrate successes. We love to talk about challenges. The magic of office hours is really us coming together to connect, stumble boldly, HTC's Mary Baker-Boudissa should really trademark that phrase. Being able to feel comfortable to ask questions with each other, being okay that we don't know everything and that we're here to provide resources and support and connect. And so that is something that I really, really as a brand new grantee or even if you're more experienced and you're coming in and you're funded under FY '24, it's coming in to join us in that space. It's an hour, the third Thursday of each month. Join our Listserv, we'll continue to give that QR code to you. But that's how you will hear about upcoming opportunities. So, we don't plan anything structured. It's not a formal presentation. It's a drop-in as you're available at your own convenience, but a really great space to connect and get to know us and each other.

We also have two new engagement opportunities in 2025 that we are really excited to bring you. So, quarterly HR spotlights. HTC is going to bring in HR professionals each quarter to discuss HR-related topics with grantees. These topics are meant to support and inform again your OVC-funded anti-trafficking program and provide HR-focused insights and considerations. I know sometimes we've heard from grantees, turnover is huge. It's something that's really impacting our capacity and ability to provide services and update our policies and procedures or what should that even look like? We don't even know where we're starting. Or how do I get my retention better? How are we hiring? What does that look like? Those are some things you can potentially expect to see from those HR spotlights. So, that's something that's new that's coming down the pipeline. And HR spotlights will begin quarterly, again, in February 2025.

And then Upskill Labs, I am so excited about this one. Beginning in January 2025, Upskill Labs will focus on where learning meets implementation. Sessions are meant to provide grantees with tangible real world skills that can be used on a daily basis to improve program management and development. The first one, I believe, we're going to be talking about trauma-informed supervision, which is super exciting. And again, that'll--more information will be known. Please join our Listserv. We'll show you the QR code shortly there. But that's how you hear about what's going on. We'll send you monthly reminders. You will get registered and then you will be able to attend the space with us. Again, ask those questions and lean in and take in the support that HTC can provide.

So, community engagement. Again, magic really happens when grantees come together, support each other, and are really honest about the challenges and successes that you're experiencing. So you, again, are on the ground doing the work and it makes sense that you would be the best resources for each other. So, we really encourage peer-to-peer support. And this year, I am so excited that we are leaning into a cohort model. I think we're going to have a lot of great spaces and conversations with each other. But we do also provide that peer to peer element beyond cohorts. If there's something, again, you are really struggling with, a challenge that is maybe very specific

or you feel is unique to your program, let us know. And we likely know another grantee that may be struggling with it or has overcome that challenge that we can connect you to. So, that's something that if you take anything away from this webinar is really that HTC is here to provide support to you and that when we know we are able to step in and help you and walk alongside you. Something--a huge priority for HTC is that relational TTA piece. We are here to develop a relationship with you and our services are free support for you. So, I would be remiss if I did not emphasize that. But we really just need to know challenges so we can walk alongside and provide, again, resource sharing, data collection, peer support. If you have--no issue is too big or too small to raise. So, keep us informed.

We also, in the things that we provide, offer training opportunities. We have a variety of training opportunities. And in 2025, they're going to be bigger than ever before. We're really excited to bring that. So, on the screen you see a couple that we've done over the course of time. Our Training Refresh, that is a shortened title. Developing Effective Human Trafficking Training Series is a mouthful. But we really--we host this training series annually and it's designed to provide you with the most relevant, up-to-date, and best practice support for enhancing your trainings. I saw somebody note that our training materials need to be updated so badly. And oftentimes, we find that that's the first thing to go when we're at capacity. So in this series, we cover things like identifying strategies for tailoring content to specific audiences, opportunities for developing effective data and storytelling and human trafficking trainings. And then recently, Morgan had mentioned, we included information on the importance of linking human trafficking drivers and opportunities to local services and data and have featured a red flags kind of training, one page or more information on how to move away from a red flags focus on human trafficking identification and support and services. So that is something that'll be included in that Training Refresh piece, and again, more to come on this in January 2025.

DEIA training, we offer multiple different DEIA trainings both in person and virtually. We do an application-based for in-person small cohort training every year and then we also host virtual. So it gives the opportunity to focus on topics such as developing a framework for building an organizational culture that supports DEIA or maybe gaps in cultural responsiveness, also shares considerations for upcoming policies--updating, excuse me, policies and practices to strengthening DEIA work across your organization. So maybe you're really advanced in DEIA work or maybe you're just starting, but we really invite you to meet us where you are and really strengthen the work that you're doing and also support and inform work that other grantees are doing. So the DEIA space is a great space to join us in as well.

And then we also focus on sustainability and strategic planning. We have learned that those two need to be kind of separate on their own because they are such a big focus. Organizational sustainability and all the components that go into that, as well as strategic planning, we are so excited to bring you more of that in 2025. Foundational sustainability, maybe you're thinking about, "We don't even know where to start," or again, you're more experienced, I think our trainings really focus on meeting you where

you are and providing that information. So lots of good content and training resources coming in 2025 and we're really thrilled to share it with you.

So what comes next? I know you are likely overwhelmed and just--there's so much information. This New Award 90-day Checklist Mary is sharing in the chat is your first stop at kind of checking through, "Where should I be in the first 30 days and the first 60 days, first 90 days?" It is a great resource. We've made it clickable, I don't know about you, I love a checklist. So being able to check through your progress of what you've done, there's helpful links in there, there's guidance, that's where I would really start. Of course you have your orientation resource handbook that we'll continue to share with you, you'll have the recordings of this webinar in the near future from Daryl and OJP. But really noting that that new award 90-day checklist is essential and should just really become your best friend, I always have it open in my--one of my browser tabs, along with lots of other tabs, but noting that that's just a great place. It's also a great thing to share with your program--your funded program staff as they onboard to give them insight. We also have additional resources we'll be sharing but we want to start very light because we know that it's a lot to onboard as a brand new OVC-funded grantee.

So again, you'll have your recording and supporting material that we'll be sharing, your TA Navigator, your assigned cohort TA Navigator will be reaching out to schedule your first meeting between November and December, so in the coming months, be on the lookout for that. And then you'll start to meet us cohorts in 2025, which is exciting. And then again, pointing it back to the orientation resource handbook, that is something that should become very familiar to you. We've compiled that so that it is a one-stop shop of resources when you're first starting out. We will likely add onto it but OVC FAQs, Darian, I know, has shared that several times, it's a great place also and those are linked in your orientation resource handbook as well. So lots of information but ease into it and start with that New Award 90-day Checklist.

Here are the QR codes I had mentioned. So we have on the left-hand side, you will see the Human Trafficking--HTC Listserv, sign up there. Of course we have your Grant Award Administrator, your GAA point of contact, but we also need your program staff, the individuals who do the OVC-funded work and are part of your OVC-funded services award of all levels. It is so important that everyone is receiving information. For a long time, we would find that we were only having maybe GAA points of contact joining things, but who really needed the TTA support was the program staff who's doing the day in and day out work of updating policies and procedures, updating your training materials, really asking those hard-hitting questions about crisis response or services implementation. So really emphasizing, as you hire new staff, please either you're welcome to submit them via the Listserv inquiry or you can email HTC. There's no bad way to do it, but we will share that early and often as just a reminder that it's great to forward information on but that is not always sustainable, and if there is turnover, then you have staff who is not receiving critical information and support that they are--that is available to them.

Something that we're really excited to do--excited to do this year on the right-hand side is the FY24 HTC Anti-Trafficking Community Introduction Invitation. This is something new. We would love for you to take a couple minutes to just give some information. All--most of the questions, I believe, are optional, but just giving some information of where you're starting so we know kind of where you're coming in at. You--we don't expect you to know everything again, but really just making sure that you complete that form, it gives us some insight, and we know kind of who you are, where you're coming from, the skills, and of course expertise that you're bringing to this space, and also, potentially your needs or identifiers that you may have as you're coming in. So shameless plug. I know again it's a lot of information but going through and using the QR codes, we have our Listserv and then we have our Community Introduction Invitation. Let us know how you're coming in and where we can meet you at.

Going to point again back to the orientation resource handbook, we have so many links. On the screen here, you see PMT, you see JustGrants and ASAP, you see OVC, you see HTC, the--welcome to the world of acronyms.

So really noting, it is okay, you are not expected, there will not be a quiz, you'll not be expected to know all of these things, but knowing that we've really, again, compiled a resource for you that has this information at your fingertips in your orientation resource handbook. So PMT, reporting software, JustGrants and ASAP, grants management, OVC, grant requirements, those fun FAQs that are so helpful, and then, HTC as you're assigned TTA provider. We have placed and will continue to place the HTC email address in the chat, or I know our website link is also in the orientation resource handbook. But if you have a question and you were like, "I don't know. What now?" Email us. You've seen individuals from the HTC team on here, that is who is on the other end of that HTC inbox email address, so there is a live human responding back to you, and you--we always are here to support you. So just wanting to normalize that. And sometimes, it's also celebrating successes but noting that if you do have a question, don't struggle alone, reach out. Life is too short and we just want to make sure that you are getting the support that you need as you need it.

Great. Trying not to speed through things but also wanting to see questions. Heather, what do we got?

HEATHER MILLER: It looks like Megan mentioned a link isn't working. If you want to message myself or Mary Baker-Boudissa, we can try to get that link for you. And then we had another question. "Can you share the 90-day checklist link in this chat?" Which Darian did, she's on it in the Q&A today. I don't know if you had anything to add on those, but that is the questions in the Q&A. So...

KATIE SHAVER: Okay. We'll give it a couple of seconds to see if anyone has anything that's kind of percolating up there. I know oftentimes I will hop off a webinar and be like, "Oh, I should've asked this." Email us at HTC. [HTCollective@icf.com] And again, for those who might be viewing this recording, we encourage you to email us if you have any questions, since there won't be a Q&A function in the recording, but noting that

again, we are always here to provide support, we are individuals on the other end of that HTC inbox who are happy to help answer your questions and get you the support that you need.

AUBREY LLOYD: Just a couple of things while we're waiting to see if there's any additional questions. This orientation will also be translated into Spanish once we--once it is complete, so for any of your partners or staff that would prefer it in Spanish, we will get that to you probably in the next month or so. And again, if there's anyone--if you have any questions, we are all--we try very hard to be as approachable as possible. We don't bite, we don't tell OVC that you talked to us. We are just here to provide support. We--again, we've been from the field, we know how hard it is. October is exciting because you'd get alerted that you got a new award and then you have a thousand things to do. So we're here to not make it 1,001 but to maybe make it 90--like, 999, so at the very least, we're doing things together.

So you will get this recording, the PowerPoint, links to the resource handbook, link--we also shared videos, you know, sometimes it's helpful to share it to your staff of--a 90-second video of who the TA provider is, the 90-day checklist, we also have a new staff checklist. So I just want to make sure there's no other questions. But you guys will always get all of our resources in abundance.

And like magic, I think we're going to give you time back. So just remember, that we are your favorite TA providers because we're giving you time back and there's nothing more glorious than that. But thank you all very much. Go ahead, Katie. Close this out.

KATIE SHAVER: Yes. Again, remember, HTC is here for you. Troubleshooting challenges. Navigating access to various resources. What is this acronym? Ask us. Expanding capacity, connecting with subject matter experts, and then, accessing available data. So Mary, I know, has placed in the chat our email. Email us, reach out to us, we'd love to hear from grantees.

I think I saw something just come in. Let me make sure I answer it real quick. Okay. "Share the new hire checklist in the chat, please." I believe we have access to that. If not, we can be sure--I know it is in the orientation resource handbook, if somebody's able to pull that and share it for Gabby Perry. So yeah, HTC is here you, as we'd look to place that chat--that link in the chat. But don't be shy, reach out to us, drop by office hours, come to our trainings, reach out to us and let us know the support that you need, and that's why we're here, so just remember that if you feel like you're struggling alone, please do not, we are here for you.

All right. Again, pointing you back to the Anti-Trafficking Community Introduction Invitation, that QR code is previously shown, fill it out, it does not have to be today, but over the course of the next couple of days as you're starting to settle in and hopefully, all of this information magically make sense but when it doesn't and it trickles in, that's okay too. But I think really a great starting point is joining the HTC Listserv, signing up for that, and completing your Human Trafficking-- excuse me, your Anti-Trafficking

Community Introduction Invitation. So with that, thank you so much for joining us, it's time back, and we are so thrilled to be getting to connect with you in the next couple of weeks and months. Thank you so much for joining, everybody. Have a great day.