

OVC FY09 Services for Victims of Human Trafficking

CFDA #16.320

1. Abstract

With funds from the Office for Victims of Crime (OVC), The [redacted] in partnership with [redacted] will continue and expand its efforts within the eight counties that comprise the [redacted]. Since the inception of OVC-funded anti-trafficking efforts, [redacted] and [redacted], in collaboration with federal and local law enforcement [redacted] partners, have worked collaboratively on a significant number of human trafficking cases. These cases have varied greatly in, source of identification and referral, number of victims, type of trafficking, geographic scope and level of publicity. Their victims have varied greatly in nationality, age, immigration status, language, sex, and industry of exploitation. The extent of this work has allowed [redacted] to establish expertise in intensive service provision and advocacy for victims of human trafficking. [redacted] has continued to develop expertise in the dynamics of human trafficking among the migrant Farmworker community, which represents more than half of the local agricultural labor force. [redacted] has shared this expertise through extensive training and outreach efforts to service organizations, law enforcement and potential victims. Together, [redacted] and [redacted] have broadened the knowledge of the Task Force partners, working to establish victim-centered policies and procedures to ensure victim safety and self-determination while successfully investigating and prosecuting traffickers. Building on this work, [redacted] and [redacted] will utilize OVC continuation funding to accomplish the following: (1) Provide, improve, and expand comprehensive, culturally competent services to

all foreign-born victims of human trafficking identified within the

(2) Work collaboratively with BJA-funded Sheriff's Department (ECSD), United States Attorney's Office (USAO) and all other federal and local law enforcement Task Force Members to solidify and implement clear policies and procedures regarding successful case investigation, victim support and prosecution; and (3) Increase the number of victims identified through outreach, training, public awareness and technical assistance to the ever-growing web of rural and urban organizational partners.

2. Problem Statement

possesses significant risk factors as a region vulnerable to human trafficking. The region is located on the border with with three busy border crossings and many water entry points through as well as across . According to the Bureau of Transportation Statistics, approximately 15 million people cross these three borders every year. The ports of entry in admit more people into the United States than any other border crossing. also serves as a pass-through region between , both of which house many industries in need of inexpensive labor sources. (includes , which is frequented by thousands of domestic and international tourists and home to many hotels and attractions. Fueled by several new casinos on both sides of the border, exotic dance clubs have multiplied and dancers have been known to be moved across the border under assumed names from job to job.

These afore-mentioned cities are surrounded by affluent suburbs and major agricultural communities, making the region vulnerable to both sex and labor trafficking, more specifically

agricultural labor trafficking. University estimates that over 47,000 migrant workers are employed on farms throughout Many if not most of these individuals are undocumented and therefore, especially vulnerable to the particular exploitation of trafficking. In 2007, was named the second poorest city in the United States; yet another factor contributing to its vulnerability for crime and exploitation.

Given the significant factors outlined above, 's initial 2006 funding through OVC was intended to provide services for approximately 45 victims over its three year duration. However, prior to any significant amount of community training and awareness, IIB's program provided services to a wide array of victims, eventually equaling 65 potential victims in only the first two years. The profile of victims includes men, women and children from eight different countries and three continents. The gender split was nearly even; however, worked with nearly twice as many cases dealing with labor trafficking than sex trafficking. The exploitation of these victims happened in rural, suburban and urban settings, and the range of industries included massage parlors, restaurants, domestic servitude, the sex industry, the service industry, and agricultural. Victims were identified directly through intake, various NGO partners and by law enforcement, and came to as individuals and in groups totaling up to twenty two people. Members of the and our colleagues across the nation, as well as the public have been shocked by these numbers and the lack of specific patterns of victimization. It is clear that we have only begun to uncover the true reality and breadth of human trafficking in our region.

In addition to the many cases with which and have assisted in moving toward prosecution, a significant number of leads on promising cases involving agricultural victims of

trafficking have not resulted in successful transition to active cases, much to the frustration to Task Force members and community stakeholders. This obstacle is particularly germane for farm workers as this group has specific vulnerabilities to exploitation and therefore, specific impediments to freedom. Although [redacted] has devoted a significant amount of time and energy in specialized outreach efforts to migrant workers, there has not been a recent successful investigation or prosecution involving this population. Given the thousands of farm workers in [redacted], it is important to summarize the specific characteristics of these workers and their lifestyles, the challenges in assisting exploited farm workers due to these characteristics, and the importance of a comprehensive, multidisciplinary response to agricultural labor victims of trafficking, in order to justify the need for additional resources to address these missing links.

In the Farmworker community, the inclusion of local, state and federal law enforcement and the courts in a comprehensive anti-trafficking community response is especially vital, as without education on this issue, law enforcement can unknowingly assist the trafficker in their coercion. Farm workers may be preyed upon because of their vulnerable documentation status. When educated law enforcement is integral to the identification and certification process, the victim can be freed from the bonds of exploitation. When not a part of the process, law enforcement can be used as the arm of the trafficker to detain and deport victims that have been threatened in this exact manner by their traffickers. This sends a message to the community that law enforcement is not to be trusted. In rural areas, has limited access to interpreters and commonly call on immigration officials to fill the need for these services. This may serve as a coercive tactic, however unintentionally, and reinforce the threat of deportation thereby impeding the ability of victims to be truthful about their needs. Another factor involves

the migratory habits of farm workers who often work in 5 to 6 farms during a season. When the farm worker relocates, regular communication with advocates and service workers is interrupted, thwarting the development of trusting relationships. Finally, geographic isolation, lack of access to telephones, and the pressure minors receive to lie about their age, further hampers the outreach worker's ability to maintain a relationship with a possible victim and successfully assist in freeing those who remain imprisoned.

Despite the fact that only 16 victims pursued federal certification and two successfully obtained T-visas with (others may have received additional services in other locations), other potential victims assisted in their exploiters' prosecution while pursuing other avenues of legal immigration status. This is, in part, due to the fact that nearly half of the victims whom served already had some form of legal status and after consultation with s legal department, it was determined that other avenues for status would provide more logical and efficient solutions to any immigration issues.

The successful investigation and prosecution of and several henchmen for agricultural labor trafficking in 2005 marked the first time the and collaborated to serve victims of human trafficking. Other victims played an integral role in the successful prosecution of and retired Supreme Court Judge Ronald H. Tills, coordinators of a large sex trafficking operation in various massage parlors throughout the suburbs of . Others assisted in the indictment of , accused of trafficking workers directly from Mexico to staff several restaurants throughout .

While these cases attracted a great deal of publicity, and ' also dealt with an

array of cases that did not receive attention outside of the Task Force. The collective success of dealing with all of these cases despite the challenges and barriers, has brought national attention to the program. For example, national law enforcement officials travel to ... to take part in victim interviews and is invited to present at national conferences on human trafficking and victim services.

As the grant reviewer will note, the majority of funding for this project is requested in budget categories that support program staff, in relation to direct client services. While this is a significant departure from the initial grant request made in 2006, it is important to understand the factors that have affected this change. What we now understand, is that cannot provide the essential victim services required under such a contract without adequate staffing. has consistently struggled to meet the intensive case management needs of the significant number of potential trafficking clients throughout this grant cycle. This is especially true when cases present with a large group of victims; has had three instances of cases that involved more than ten victims on one day. If receives this continuation funding to support staff and emergency client needs, supplemental funding is available to meet the transitional and long-term needs of clients.

The tremendous number of victims since the inception of OVC-funded work within is indicative of the overwhelming number of victims who continue to suffer at the hands of their traffickers. and consistently struggle to meet the technical assistance, training, and outreach needs of other social service providers, NGOs, and law enforcement agencies throughout the area. Simply put, emergency client needs leave little if any staff and monetary resources for the outreach and coalition building needed to identify victims who remain

enslaved and eventually, to eradicate trafficking. has a significant human trafficking problem. To address this problem appropriately, we need additional resources.

3. Project Goals & Objectives

Accomplishments & Progress to Date: and have collaboratively achieved the following since OVC-funded work began in 2006:

- (1) Implemented intake, assessment, and intensive case management protocols based on best practices of model programs.
- (2) Identified, assessed, and formally established collaboration with organizations in each service need area including legal, interpretation, medical, dental, mental health, transportation, shelter, basic personal needs, and literacy/employment training.
- (3) Established formal policies to ensure client confidentiality and education regarding client rights.
- (4) Directly provided or referred to culturally competent services for sixty-five (65) pre-certified victims of human trafficking, to date.
- (5) Created a fifteen (15)-bed safe house for victims of human trafficking utilizing community collaboration.
- (4) Developed and distributed culturally and linguistically appropriate outreach materials for immigrant communities in
- (5) Conducted 228 outreach visits to potential victims of trafficking in arenas such as farms, cultural centers, and religious institutions, to date.
- (6) Conducted thorough needs assessment for service providers in areas of victim identification and culturally competent services.

(7) Conducted 82 training sessions of 3,385 professionals and community members based on results of needs assessment and requests, to date.

(8) Partnered with outside contractor to formally evaluate the effectiveness of trainings.

(9) Participated in all _____ meetings.

(10) Worked diligently to establish buy-in to create formal Task Force policies and procedures for multi-agency collaboration on cases of human trafficking.

(11) Responded to all law enforcement requests for victim assistance and worked in collaboration with USAO, ICE and FBI Victim Witness Coordinators to ensure victim safety and cooperation.

(12) Advocated for 21 clients who received Continued Presence and 9 clients who cooperated with law enforcement, but already had or chose to pursue alternative immigration status, to date.

(13) Assisted in filing seventeen (17) T-Visa applications for victims of human trafficking. Three have been approved and fourteen remain pending, to date.

(14) Continued to provide leadership in establishing and contributing to four sub-committees across eight counties of _____

(15) Attended all OVC national conferences aimed at improving Task Force collaboration and effectiveness.

(16) Consistently participated in monthly OVC technical assistance calls. Was influential in including working with Crime Victims Boards for one OVC technical assistance call to all OVC grantees.

(17) Became an active member of Freedom Network, Co-Chair of Social Services Committee, and panelist at 2009 Freedom Network Conference regarding best practices for large group cases.

(18) Participated in several significant public awareness events including television interviews and press conference.

(19) Worked to establish positive media relationships to enhance public awareness of human trafficking.

(20) Received public recognition by [redacted] for providing services to trafficking victim services and serving as a model for other agencies and communities in [redacted].

(21) Continue to provide leadership in shaping recently passed [redacted] anti-trafficking legislation.

Goals & Objectives: Project Continuation

Building on this work, [redacted] and [redacted] will utilize OVC continuation funding to accomplish the following:

Goal 1: Provide, improve, and expand comprehensive, culturally competent services to all foreign-born victims of human trafficking identified within the [redacted].

Objective 1 – Work collaboratively with outside evaluator to assess quality, array, and depth of services offered to victims of human trafficking in [redacted].

Objective 2 - Fill any gaps identified through evaluation of services.

Objective 3 – Provide all Task Force partners with updated and accurate information regarding trafficking victim services in the eight counties of [redacted].

Objective 4 – Establish and implement post-case review process with all providers of services for specific cases.

Goal 2: Work collaboratively with BJA-funded County Sheriff's Department (), United States Attorney's Office (USAO) and all other federal and local law enforcement Executive Committee Task Force Members to solidify and implement clear policies and procedures regarding successful case investigation, victim support and prosecution.

Objective 1 – Solidify NGO component of Task Force policies and procedures and continue to encourage formalized approval of Standard Operating Procedures by all Task Force Executive Committee partners.

Objective 2 – Provide leadership for Victim Services Sub-Committee of Task Force through bi-yearly meetings and report related issues back to Task Force Executive Committee.

Objective 3 – Attend all Executive Committee Task Force meetings and provide leadership on NGO-related services and victim support.

Goal 3: Increase the number of victims identified through outreach, training, public awareness and technical assistance to the ever-growing web of rural, suburban and urban NGO partners.

Objective 1 – Provide trainings on identification and specific impediments to safety regarding special population to existing coalitions/sub-committees, service agencies and staff.

Objective 2 – Assess gaps in areas of potential identification (ie: domestic violence shelters, hospital victim advocacy, crisis hotlines) and provide training to increase identification and referrals in such arenas.

Objective 3 – Raise level of public awareness on the identification and referral of victims of human trafficking.

4. Project Design/Implementation Plan

Program Strategy: As indicated above, continuation funding over the next two years will be focused on three distinct goals involving direct victim service provision, Task Force collaboration and training/outreach/public awareness activities. Efforts will be made to work on each goal simultaneously in order to create a three-pronged approach to assisting as many victims as possible in achieving certification.

A *comprehensive service delivery model* is outlined below. Due to the fact that law enforcement Task Force members and Immigration Court offices are housed within County, the majority of formalized NGO relationships are also within County. However, with the development of victim services sub-committees in the other District counties, service availability will expand and deepen. See section below for specific details on current service model.

County serve an integral role on the County of New York's Human Trafficking Task Force. Both NGO organizations have demonstrated a consistent ability to collaborate successfully with County Sheriff's Department (BJA-funded partner), US Attorney's Office, ICE, FBI, and Department of Labor in order to support victims and assist in the investigation and prosecution of their traffickers. By regularly attending at Task Force meetings focused on enactment of agreed-upon policies and procedures, on-going communication regarding specific cases, and providing leadership on Victim Sub-Committee development

throughout the region in order to determine and share best practices with NGOs and law enforcement, Task Force effectiveness will increase.

An increase in victim identification can only happen through training, outreach and public awareness efforts. [redacted] will draw on their expertise in human trafficking among foreign-born populations to continue training efforts for any human services or faith-based organization, law enforcement and community programs that may come in contact with a potential victim of trafficking. More specifically, [redacted] will concentrate their training efforts on organizations that serve the migrant labor force and in supporting the newly developing county-wide, rural victim sub-committees to ground their outreach and service efforts in best practices. Finally, the public at large will benefit from public awareness events focused on education and awareness of this important issue. A comprehensive **Training Plan** for this initiative is included as an attachment.

Comprehensive Service Model: Spurred by OVC funding initiated in 2006, a comprehensive, culturally and linguistically competent victim services web has been in development through [redacted] Trafficking Victim Services Program (TVSP) for potential and pre-certified foreign-born victims.

Staffing Structure: All victim service provision is coordinated through the *Project Coordinator* who is supervised by [redacted]; *Executive Director*. [redacted]; *Immigration Attorney* works collaboratively with the Project Coordinator on all trafficking-related cases and is also directly supervised by the Executive Director at [redacted]. The TVSP *Case Manager* provides intensive case management and is supported by the *Project Assistant*, especially on cases involving multiple or special needs victims. Both positions report to the Project Coordinator.

On-Site Services

Intake & Eligibility Assessment: Perhaps the area of services receiving the most evaluation and revision since the TVSP's inception, a strong intake and eligibility assessment process remains critical to successful work with pre-certified trafficking clients. The Project Coordinator is responsible for receiving and assessing initial referrals from all sources including internal departments, federal or local law enforcement agents, social service providers, and other community groups. The Immigration Attorney then conducts a thorough legal intake and interview and is responsible for the final determination of eligibility for services under OVC funding. The Case Manager is responsible for conducting the subsequent TVSP intake which includes the following: a comprehensive safety plan, a thorough assessment of service needs at the emergency, short-term, and long-term level, and a complete orientation to TVSP services and procedures.

Intensive Case Management: The Case Manager's goal is always to provide client-centered services grounded in policies and procedures that espouse client safety, confidentiality and self-determination. Therefore, review of a Client's bill of rights and any release of information forms are a priority in the beginning stages of case management. The identified needs are prioritized by the client. The TVSP Case Manager continues to provide client-directed, intensive case management that includes provision of both on-site services and information and referral for off-site needs, always with the goal of assisting the client in achieving safety and independence. This may include securing emergency, transitional, or long-term housing as well as the provisions for food, clothing, transportation, and other basic needs. The Case Manager also provides crisis management, safety planning, emotional support, employment/life skills

training, links to cultural and/or faith communities, transportation orientation, criminal justice based advocacy and social service advocacy as needed, explanation of eligibility requirements for comprehensive services, and routine follow-up to ensure all client needs are being addressed and met. The Case Manager and Program Assistant are responsible for all documentation of services and provision of on-going support and advocacy, consistently recorded in the Trafficking Information Management System (TIMS).

Interpreter/Translation Services: The Case Manager ensures that any interpretation/translation needs are met for the client, including making direct arrangements for on-site needs and advocating for the provision of an interpreter for off-site services. Known as the expert language service provider in [redacted], the Interpreting and Translation Department provides services in more than 75 languages through 250 experienced translators and interpreters who are versatile and qualified to serve clients in a wide variety of settings, including hospitals, courts, police and government agencies, social service agencies, and businesses. All [redacted] programs utilize the Interpreting and Translation Department Services at the rate of \$50 per hour with a two hour minimum booking requirement.

Legal Immigration Services/Criminal Justice-Based Advocacy: With intense experience gained over the past several years, [redacted] Legal Immigration Services Department is quickly becoming well-known for its expertise in providing legal support and immigration relief for victims of human trafficking. After receiving a referral from [redacted] TVSP, [redacted] Legal Department is responsible for conducting a thorough legal intake and assessment to determine client eligibility under the Trafficking Victim Protection Act and under grant requirements. The Department is also an active member of the [redacted]

Committee and has been integral in creating victim-centered policies and procedures for the Task Force. Legal Department is steadfast in their mission to ensure that each client understands their legal rights and assists the client in handling any issues regarding immigration status, including the filing of Continued Presence and/or T or U-Visas. Both TVSP and Legal Department staff work with victims to ensure a safe and informed experience in assisting with the prosecution of traffickers which may include accompaniment to any and all criminal justice based interviews and appearances. All legal services will be covered through OVC continuation funding which will cover a .5 FTE Immigration Attorney.

Criminal Justice-Based Advocacy: The Case Manager works in collaboration with legal service providers to educate clients on their legal rights and responsibilities.

Literacy Education/Job Training: The TVSP Case Manager coordinates Client enrollment in ESL, GED, computer, and employment preparatory classes through referrals to the Adult Learning Center (ALC). Courses are held on site at the International Institute of Buffalo. The TVSP Case Manager makes referrals to appropriate off-site training workshops and classes when necessary. All services are free of charge. Please find attached a letter of support from the ALC.

Transportation: The TVSP Case Manager provides Clients with a comprehensive orientation to the local public transportation system, supplying them with system tokens or passes, schedules, routes, and maps. The Case Manager provides transportation directly when necessary, which is paid for through grant local mileage costs.

24 Hour Emergency Assistance: The Case Manager is responsible for a 24 hour emergency cell phone, which also includes a message directing clients to contact 9-1-1 or Crisis Services, if necessary.

Off-Site Services

Since the inception of this program, TVSP staff members have worked to build collaborative relationships with local human service providers who provide off-site assistance integral to the safety and health of trafficking clients. The Program Coordinator and Case Manager make referrals for the following services, provided off-site through partner organizations:

Safe Emergency and Transitional Housing: As an established organization with a history of working with the poor and vulnerable, the Roman Catholic Diocese of _____ have a current Building Use Agreement that allows IIB to utilize a safe house to meet client needs during the period in which the client is receiving services. The safe house is located in a multi-cultural neighborhood with access to the public transportation system. A copy of the Building Use Agreement is attached to this application.

Medical Care: _____ Family Health Center and Planned Parenthood of _____ experienced in providing quality medical care for traditionally underserved populations. _____ has established working relationships with both agencies to provide culturally and linguistically appropriate services for refugees and trafficking victims. For routine and emergency medical care, _____ has an established Statement of Agreement with _____ Family Health Center. For female reproductive health needs, _____ also has a MOU with Planned Parenthood of _____

_____ The TVSP Case Manager assists clients with making appointments, coordinates transportation for appointments, advocates for client in regard to interpretation and translation needs, and aids client in navigating the U.S. health care system. _____ has previously worked with several local hospitals to provide emergency medical services for clients when

appropriate and necessary. Copies of the MOU with Planned Parenthood and the Statement of Agreement with [redacted] Family Health Center are attached to this application.

Dental Care: Due to the mission of Good Neighbors Health Care to provide quality medical and dental services to low-income individuals and families, Good Neighbors has established itself as a community-based agency experienced with serving refugees and immigrants. The Dental Care Clinic is staffed with dentists, dental assistants, and hygienists available for client needs. Good Neighbors Dental Clinic is frequently utilized by [redacted] staff because they provide dental services to clients free of charge, regardless of their documentation.

Mental Health Assessment & Services: Jewish Family Services are considered to be experts in working with victims of trauma, particularly refugee and immigrant populations. [redacted] has a Statement of Agreement with Jewish Family Services for the purposes of providing culturally and linguistically appropriate mental health services for victims of human trafficking referred through the [redacted]. Jewish Family Services has indicated a desire to participate in post case reviews.

5. Organizational Capability & Project Management

The [redacted], will provide project leadership on this project. IIB was originally established by the Young Women's Christian Association (YWCA) in 1918 to help prevent the exploitation of women brought to our country as domestic help. IIB is a not-for-profit, non-sectarian agency affiliated with the U.S. Committee for Refugees and Immigrants (USCRI), which unites 36 similar Institutes across the country and is a United Way Agency. [redacted] is a "home away from home" for many ethnic, cultural, and social groups and organizations while fostering knowledge and appreciation for foreign cultures, perspectives and

languages through its Education Department. Staff is fluent in over a dozen languages, and has a data-bank of translators and interpreters in at least 60 other languages. Primary mission is to aid refugees, immigrants, their families and others who face cultural and linguistic barriers to become productive, self-sufficient members of our society.

provides the following services to its community and clients: Translation and Interpretation, Immigration Legal Services, Refugee Resettlement, Employment Training and Linkages, Domestic Violence Services, Preventive Services, English-as-a-Second Language Classes (ESL), Foreign Language Classes, and cultural orientation. received funding from DOJ-OVC in 2006 to begin a Trafficking Victim Services Program. Since then, the program received additional funding from USCCB and Office of Temporary Disability Assistance.

In addition to these direct services and community education efforts, s home to the International Visitor Leadership Program which has recently hosted a myriad of participants through this U.S. State Department program. These participants have a professional interest in interdiction of trafficking, prosecution of traffickers and services for victims. was able to secure these visits through an application process due to the Task Force capability and visibility, of our police, attorneys, prosecutors, and victim service providers who work on trafficking issues in . These State Department-sponsored visitors also provide information to the ; and other service providers about the economic, social, and law enforcement situations in their country that make young people vulnerable to traffickers.

Coalition, Preventive Services of County Coalition, and is an on-site partner of the Family Justice Center of

In addition to the anti-violence and immigrant/refugee-focused community collaborations, is quickly becoming known on the local, state and national level for its anti-trafficking efforts. Due to several cases involving large groups of victims, significant media attention surrounding high-profile traffickers, and the highly collaborative nature of the Western District's Task Force, ample expertise has been gained throughout the short length of this initial funding cycle. has been invited to speak at the Freedom Network USA National Conference and provided technical assistance to task force members and service providers across the country. In addition, has taken on a leadership role within New York State as recent initial anti-trafficking legislation has been passed. For its efforts and quality victim service provision, was recognized by June of 2009 at a press conference attended by state officials.

The role of ***Project Coordinator*** will continue to be held by

currently serves as the Director of Victim and Preventive Services and Coordinator of Trafficking Victim Services at Since developing and implementing the Trafficking Victim Services Program (TVSP), has been an active member of the Human Trafficking Task Force, working collaboratively with various federal, state, and local law enforcement agencies, US Attorney's Office, and has established a comprehensive service network for victims of human trafficking and has provided services for sixty-five (65) provisional and nearly twenty (20) certified victims of trafficking in involved in both rural and urban trafficking situations. has attended all annual DOJ-OVC

National Human Trafficking and OVC Discretionary Funding conferences over the past 2 ½ years is currently the co-chair of social services committee for

and served as a , “ with

at their 2009 Conference in Dallas, Texas. Since the enactment of Anti-Trafficking Legislation in November of 2007, IIB has served 65% of trafficking victims within the state. This work has led to IIB taking a leadership role in shaping and evaluating the effectiveness of this new legislation and associated funding. Additionally, Ms. has conducted nearly 100 local trainings on the topic of human trafficking and works with agencies to expand programmatic practices in order to better identify and serve victims of human trafficking. Her resume is included in this application.

currently serves as the **Trafficking Victim Services Program Case Manager**, a role she will continue to hold through this continuation funding. has been providing case management services at IIB to victims of trafficking for nearly eighteen months. During that time, she has assisted a significant number of trafficking victims in achieving safety and independence and continues to be an integral part of the TVSP team as it strives to improve and expand its services. has attended several national conferences on the issues of human trafficking, as well as local trainings regarding case management and trauma-informed care. The Case Manager is supervised by the Program Coordinator. Her resume is included in this application.

is a recent addition to IIB and serves as the **Immigration Attorney** for Trafficking Victim Services. Although has been with IIB for only six months, she has already assisted DOJ Civil Right’s attorneys with a national case involving local victims, filed for

several T-Visas, has advocated strongly for the rights of a potential victim with law enforcement, attends all Task Force Executive Committee meetings, and has participated in the 2009 Freedom Network USA conference. She is joining a legal department, including a **Legal Assistant** that has extensive collective experience in filing T visas, U visas, and VAWA petitions. The Immigration Attorney reports directly to the Executive Director and works in conjunction with the Project Coordinator. Her resume is included in this application.

currently holds the position of **IIB Executive Director**, and as such, will provide supervision to both the Project Coordinator and Immigration Attorney. I has over 20 years of professional experience in the social service, domestic violence, crime victim services, and refugee and immigrant service sectors. She has served as the Project Director of the initial DOJ-OVC funded initiative. initiated the development of the original law enforcement and victim service collaboration, facilitated numerous trainings on human trafficking and developed a strong understanding about the unique needs of human trafficking victims and is therefore, primarily responsible for gathering community interest and investment in creating a comprehensive response to this crime in Western New York. Her resume is included in this application.

All project staff will be supported by a full-time **VISTA Project Assistant**, who will be primarily responsible for correspondence, record keeping, responding to inquiries, and supportive services when cases involving a large number of victims arise. Project staff will also be supported by IIB's **Accounting Manager**, Ms. who has over 15 years of financial and accounting experience, has managed high-level, large contracts within the for-profit and non-profit arenas, and is currently working toward her MBA. In addition, IIB staff

with expertise in Arabic, French, Spanish, Portuguese, Russian, Serbo-Croatian, Burmese, Thai, and Tagalog is available to provide language support and cultural interpretation, as needed.

will serve as the **Contracted Task Force Member** and **Contracted Training Consultant** under this continuation funding. a native of Ecuador, has been with since 2000, serving most recently as the lead advocate, case manager and program coordinator for an anti-trafficking project funded by the Office of Refugee Resettlement. For six years, has provided victim services case management for suspected trafficking cases, including managing medical, educational, housing, legal, and other services to migrant worker victims. The depth of his knowledge regarding impediments to trafficked farm worker escape and/or rescue indicates both the need for his involvement in the Task Force and his expertise as a trainer on the needs of this specialized population. His resume is included in this application.

6. Measuring Progress and Outcomes

Evaluation of the project will be led by **Professor** of the University at

with support from other project staff including Project Coordinator and Project Assistant (data collection) and Case Manager (TIMS data input).

is one of the founders of the University's Institute for Research and Education on Women and Gender, and served as chair of Women's Studies from 1997-2002. She is on the Board of Directors of the Institute of East-West Women, and teaches frequently in Eastern Europe, where she has gained first-hand insights into the problem of human trafficking.

ongoing research interests are in the areas of family law, domestic violence, and international women's human rights. Her current research project is a comparative analysis of

the implementation of criminal code provisions regarding domestic violence in Eastern Europe and the former Soviet Union.

_____ has been conducting on-going evaluation of this project since its inception and her continuing involvement will assist to ensure that project goals are met in a quality and comprehensive manner. To date, _____ has led efforts to create a comprehensive needs assessment to identify training needs of social service providers within the geographic region covered by DOJ-OVC funding. _____, analyzed the results of this assessment and assisted IIB's Trafficking Victim Services Program in creating a comprehensive training plan for the region, which has been implemented. Pre and post tests were created with _____ expertise and she is currently analyzing the data collected through the implementation of the training series. _____, also conducted interviews with Task Force Executive Committee Members to gather information regarding effectiveness of collaboration among its members. Regarding this new project period, IIB believes that evaluation focused on depth and quality of services is timely. To that end, _____ will be contracted to develop evaluation tools that will provide data on (1) The effectiveness of IIB's training of social service providers in areas of victim identification and appropriate and timely referral to TVSP and/or law enforcement, (2) Client satisfaction with depth and quality of service provision, and (3) Depth and quality of service provision through post-case reviews involving all social service providers and NGOs involved in service provision throughout duration of case.

These data collection tools will then be administered by TVSP staff members, under the leadership of the Project Coordinator. _____ will be contracted to analyze this data on a consistent basis in order to evaluate progress and identify needed improvements against the

performance measures listed below. TVSP Case Manager, under the supervision of Project Coordinator, will ensure that all data is recorded using the TIMS database.

Performance measures

Objectives	Performance Measures	Data Grantee Provides
<p>Provide, improve, and expand comprehensive, culturally competent services to all foreign-born victims of human trafficking identified within the State of New York.</p>	<p>Number of service providers that report the capacity to provide appropriate services to victims.</p> <p>Decrease in service gaps by providers with formalized relationship to grantee.</p> <p>Number of pre-certified victims served.</p> <p>Establishment of post-case review process.</p>	<p>Number and types of services provided to pre-certified trafficking victims during report period.</p> <p>Number of services grantee can provide in-house or through contracted partnerships.</p> <p>The number of NEW pre-certified victims served for the first time during the report period.</p> <p>The number of TOTAL number of pre-certified victims served during this report period.</p> <p>Number of cases that undergo post-case review in the reporting period.</p>
<p>Work collaboratively with BJA-funded Erie County Sheriff's Department (ECSD), United States Attorney's Office (USAO) and all other federal and local law enforcement Executive Committee Task Force Members to solidify and implement clear policies and procedures regarding successful case investigation, victim support and prosecution.</p>	<p>NGO grantee presence in Executive Task Force Committee.</p> <p>Formalized approval of Standard Operating Procedure (S.O.P) with NGO component by Task Force Executive Committee.</p> <p>Number of established Victim Services Subcommittees.</p> <p>Number of organizations involved in Subcommittees.</p>	<p>Changes in policy and practice that occurred during this reporting period that affect Task Force and community response to victims of trafficking.</p> <p>Percentage of Task Force Executive Committee meetings attended by grantee.</p> <p>Number of new organizations attending Victim Services Subcommittees.</p>

<p>Increase the number of victims identified through outreach, training, public awareness and technical assistance to the ever-growing web of rural, suburban and urban NGO partners.</p>	<p>Number of pre-certified victims identified.</p> <p>Number of gaps filled in potential identification and referral process.</p> <p>Increase in the number of collaborative partners working with the OVC – funded organization to serve victims of trafficking.</p> <p>Number of public awareness events conducted utilizing media plan and involvement of collaborative partners.</p>	<p>Number of professionals who receive training in identifying human trafficking and serving victims during this report period.</p> <p>Number of organizations that have changed policies and procedures to include victim identification and referral process.</p> <p>Number of collaborative partners serving trafficking victims at the beginning and end of the reporting period.</p> <p>Number of successful public awareness events conducted.</p>
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**OVC FY09 Services for Victims of Human Trafficking
CFDA #16.320**

Budget Narrative

(IIB) has budgeted the total cost for the Services for Victims of Human Trafficking Continuation Funding at **\$400,089** of which we are asking **\$300,00 from the Office for Victims of Crime**, and anticipate that the and its subcontractors will contribute **\$100,089 (or just above 25% of the total project budget) in-kind share.**

Personnel

- The Project Coordinator will devote 80% of their time to the development, oversight, and coordination of this project.
- The Case Manager will devote 100% of their time to this project, although IIB requests only 50% reimbursement for salary. 25% will be devoted as in-kind and covered through donations and fund-raisers. The remaining 25% of salary and benefits will be covered through other trafficking program funding.
- 75% of Immigration Attorney's time will be devoted to this project, although 50% is being requested from OVC. The remaining salary will be covered through IOLA funding and other trafficking program funding.
- The Executive Director will devote 8% of their time to this project.
- The Accounting Manager will devote 15% of their time to this project, 10% funded through OVC and 5% in-kind
- Full-time VISTA Program Assistant for 1 year of the project will be utilized at a cost of \$6,000. There are no benefit requirements for VISTA members.
- The legal assistant will devote 50% of their time to this project in-kind to be covered through IOLA funds and donations

Fringe Benefits

- Fringe benefits for International Institute employees are calculated at 30% of salary, and include Social Security and FICA taxes, NY State disability and unemployment insurance, payroll service expenses, medical insurance, and retirement contributions.

Travel

- \$3,205 has been budgeted for 1 staff member to attend mandatory training/conferences including Task Force Immersion Training, 2010 DOJ Trafficking Conference, and OVC Regional Training. An additional \$5,260 has been budgeted for 2 staff members to attend the Freedom Network conference each year. ***All of these costs will be considered part of the 5% mandated training funding for total project budget.***

- This project will reimburse employees for use of personal automobiles at the rate of 45 cents/mile.

Supplies

- An emergency cell phone is needed to fulfill the responsibilities to client emergency needs.
- The use of a lap top, projector, and screen for training purposes and general office supplies, equipment, and mail costs for program services are considered in-kind expenses.

Consultants/Contracts

- The [redacted] has budgeted 30 hours of translation and interpretation per year, at \$50/hour.
- [redacted] has priced her evaluation services for this grant at \$10,000 per year, at a 50% discounted rate. ***This fulfills the grant mandate for a total of \$20,000 (\$10,000 OVC, \$10,000 in-kind) to be dedicated to program evaluation.***
- IIB has contracted [redacted] to continue its integral role in Task Force meetings, policy and procedure development and implementation, and case development involving the migrant farm worker population. Funding for a .4FTE salaried employee with benefits calculated at 27% will be utilized to that end.
- IIB has contracted with [redacted] to fulfill the necessary training aspects of outreach and training dedicated to the migrant farm worker population. [redacted] will provide 60 hours of training to developing rural victim sub-committees and other service providers and law enforcement each year at the rate of \$100/hour. \$56.25/hour will be charged toward the grant and \$43.75 will be offered in-kind. In addition, [redacted] will receive reimbursement for 2,955 total miles of travel at a rate of 55 cents/mile. ***All of these costs will be considered part of the 5% mandated training funding of total project budget.***

Other Costs

- Local professional development training and local training costs are explained thoroughly in the attached training plan. ***All of these costs will be considered part of the 5% mandated training funding of total project budget.***
- Although the actual need for specific victim services is contingent on the unpredictable number of victims and their specific needs, direct victim service costs are based on history of the program regarding emergency needs of shelter, food personal items, medical care and transportation. It is estimated that \$5,000/year will be needed to serve approximately 12 victims/year. It is important to note that IIB is requesting funding only for emergency services, as state monies are available for transitional and long-term service needs. Interpreting and translation needs are covered in Consultant section of the budget.

**OVC FY09 Services for Victims of Human Trafficking
CFDA #16.320**

Budget Detail Worksheet

A. Personnel

<u>Name/Position</u>	<u>Computation</u>	<u>OVC</u>	<u>In-Kind</u>
Project Coordinator	.8 FTE x \$44,880 x 2 years	\$71,808	
Case Manager	.5 FTE x \$32,348 x 2 years	\$32,248	
	.25 FTE x \$32,348 x 2 years		\$16,124
Immigration Attorney	.5 FTE x \$36,720 x 2 years	\$36,720	
	.25FTE x 36,720 x 2 years		\$18,360
VISTA Program Assistant	\$6,000 x 1 year	\$6,000	
Executive Director	.08 FTE x \$4,400 x 2 years	\$8,800	
Accounting Manager	.1 FTE x \$47,000 x 2 years	\$9,400	
	.05 FTE x \$47,000 x 2 years		\$4,700
Legal Assistant	.5 FTE x 23,000 x 2 years		\$23,000
	Sub-Total	\$164,976	\$62,184

B. Fringe Benefits

Fringe Benefits calculated at 30% including Social Security, FICA, payroll expense, health coverage and retirement

<u>Name/Position</u>	<u>Computation</u>	<u>OVC</u>	<u>In-Kind</u>
Project Coordinator	\$71,808 x 30%	\$21,542	
Case Manager	\$48,472 x 30%	\$13,822	\$4,837
Immigration Attorney	\$55,080 x 30%	\$11,016	\$5,508
Executive Director	\$8,800 x 30%	\$2,640	
Accounting Manager	\$14,100 x 30%	\$2,820	\$1,410
Legal Assistant	\$23,000 x 30%		\$6,900
	Sub-Total	\$51,840	\$18,655
	Total Personnel & Fringe	\$216,816	\$80,839

C. Travel

<u>Purpose of Travel</u>	<u>Location</u>	<u>Item</u>	<u>Computation</u>	<u>OVC</u>
*Task Force immersion Training	Unknown	Airfare	1 staff	\$400
		Hotel	4 nights x \$200	\$800
		Ground Tran	1 staff x 2 shuttle	\$100
		Per Diem	1 staff x \$35 x 5 days	\$175
*2010 DOJ Conference		Airfare	1 staff	\$260
		Hotel	2 nights x \$200	\$400
		Ground Tran	1 staff x 2 shuttle	\$100
		Per Diem	1 staff x \$35 x 3 days	\$105
*OVC Regional Training	Unknown	Airfare	1 staff	\$260
		Hotel	2 nights x \$200	\$400
		Ground Tran	1 staff x 2 shuttle	\$100
		Per Diem	1 staff x \$35 x 3 days	\$105
*Freedom Network Conference	Unknown	Airfare	2 staff x 2 yrs x \$600	\$1,200
		Hotel	2 staff x 3 nights x \$200 x 2yrs	\$2,400
		Ground Tran	2 staff x 2 years x \$100	\$200
		Per Diem	2 staff x 2 yrs x 4 days x \$35	\$560
		Registration	2 staff x 2 yrs x \$225	\$900
<u>Local Mileage</u>			<u>3 staff x 2 years x 525 miles x \$.45/mile</u>	<u>\$1,418</u>
	Sub-Total			\$9,883

D. Equipment

Not Applicable

E. Supplies

<u>Supply Item</u>	<u>Computation</u>	<u>OVC</u>	<u>In-Kind</u>
Emergency Cell Phone	\$42/mo x 12 months x 2 yrs	\$1,001	
Lap Top/Projector/Screen			\$1,500
Copier, Fax, Ink, Paper, Supplies			\$1,500
Postage			\$1,000
	Sub-Total	\$1,001	\$4,000

F. Construction

Not Applicable

BUDGET SUMMARY

Budget Category	Amount
A. Personnel	\$227,160
B. Fringe Benefits	\$70,495
C. Travel	\$9,883
D. Equipment	\$0
E. Supplies	\$5,001
F. Construction	\$0
G. Consultants/Contracts	\$76,350
H. Other	\$11,200
 Total Direct Costs	\$400,089
I. Indirect Costs	\$
TOTAL PROJECT COSTS	\$400,089
Federal Request	<u>\$300,000</u>
Non-Federal Request	<u>\$100,089</u>

**OVC FY09 Services for Victims of Human Trafficking
CFDA #16.320**

Training Plan

The following outlines the Plan for training over two years of continuation funding, utilizing 5% of the total budget which is equal to \$18,750. This plan includes efforts toward conducting local trainings and receiving on-going professional development.

I. Conducting Local Trainings

Local trainings will be conducted by staff members including Program Coordinator, Case Manager, and Director of Legal Services depending on the specific audience and their needs. will be contracted to conduct stand-alone and/or collaborative trainings aimed at the specific identification of and assistance to the migrant population, a unique and large community within . In addition, both and will continue to conduct trainings in collaboration with Task Force members as determined by the Assistant US Attorney Task Force Leader and BJA-funded Sheriff's Department.

All and staff members will focus on trafficking indicators, cultural considerations, safety concerns, referral processes, and specific needs of victims within their training presentations

(A) Local Trainings

- Minimal refreshments \$200
- Mileage reimbursement \$1,418

(B) Contracted Trainings

- 20 three-hour trainings/yr x 2 years \$6,750 (\$5250 in-kind)
- Mileage reimbursement \$3,250

Subtotal \$11,618

II. Professional Staff Development

(A). Task Force Immersion Training

- Program Coordinator to attend mandated training at a location yet to be determined \$1,475

(B). 2010 DOJ National Human Trafficking Conference

- Program Coordinator to attend conference in Washington DC \$865

(C). OVC Required Regional Training

- Program Coordinator to attend conference at a location yet to be determined \$865

(D). Freedom Network Conference

- Program Coordinator plus 1 staff person to attend each year of grant cycle. Year one in Washington DC and year two in location yet to be determined \$5,260

(E). Local Training Opportunities

Staff including Program Coordinator, Case Manager, Immigration Attorney, and/or Legal Assistant will utilize training funding to increase knowledge of issues related to trafficking victim services. These topics may include trauma-informed care, intensive case management and assessment, legal issues for undocumented individuals, safety policies and procedures, or strategies for successful community-based collaboration.

\$1,000

Subtotal	\$9,465
Total OVC Funded	\$21,083
In-Kind	<u>\$5,250</u>
Total Training Budget	\$26,333

Time/Task Plan – OVC FY09 – 16.320

	Objective	Activity/product	Organizational responsibility	Target date
<p>Goal 1 Provide, improve, and expand comprehensive, culturally competent services to all foreign-born victims of human trafficking identified within the</p>	<p>1A – Work collaboratively with outside evaluator to assess quality, array, and depth of services offered to victims of human trafficking in WNY.</p> <p>1B – Fill any gaps identified through evaluation of services.</p> <p>1C – Provide all Task Force partners with updated and accurate information regarding trafficking victim services in the eight counties of WNY.</p> <p>1D – Establish and implement post-case review process with all providers of services for specific cases.</p>	<p>1A: Meet with Evaluator, provide data for assessment.</p> <p>1B: Collaborate with appropriate service providers to create and formalize MOUs.</p> <p>1C: Create organized services guide with detailed information about available local services, hours, fee schedules, and direct contact information.</p> <p>1D: Implement training plan to increase appropriate service delivery and identification processes.</p> <p>1E: Continue confidential hotline.</p> <p>1F: Conduct post-case reviews with service providers.</p>	<p>Evaluator</p>	<p>November 2009</p> <p>June 2010</p> <p>June 2010</p> <p>Nov 2009 – Oct 2010</p> <p>Nov 2009 – Oct 2010</p> <p>On-going throughout project</p>

<p>Goal 2 Work collaboratively with BJA-funded Sheriff's Department (ECSD), United States Attorney's Office (USAO) and all other federal and local law enforcement Executive Committee Task Force Members to solidify and implement clear policies and procedures regarding successful case investigation, victim support and prosecution.</p>	<p>2A: Solidify NGO component of Task Force policies and procedures and continue to encourage formalized approval of Standard Operating Procedures by all Task Force Executive Committee partners.</p> <p>2B: Provide leadership for Victim Services Subcommittee of Task Force through bi-yearly meetings and report related issues back to Task Force Executive Committee.</p> <p>2C: Attend all Executive Committee Task Force meetings and provide leadership on NGO-related services and victim support.</p>	<p>2A: Review and update NGO component of policies as needed.</p> <p>2B: Continue to develop leadership, expectations, and roles for subcommittees.</p> <p>2C: Recruit new members through strategic outreach and invitation; encourage attendance.</p> <p>2D: Provide support to subcommittee members through trainings grounded in best practices.</p> <p>2E: Attend all Executive Committee Task Force meetings.</p> <p>2F: Maintain record of concerns of subcommittee members and community partners to present at Executive Task Force meetings.</p>	<p>Ongoing throughout project</p> <p>Nov. 2009 – Jun. 2010</p> <p>Ongoing throughout project</p> <p>Ongoing throughout project</p> <p>Ongoing throughout project</p> <p>Ongoing throughout project</p>
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<p>Goal 3 Increase the number of victims identified through outreach, training, public awareness and technical assistance to the ever-growing web of rural, suburban and urban NGO partners.</p>	<p>3A: Provide trainings on identification and specific impediments to safety regarding special population to existing coalitions/sub-committees, service agencies and staff.</p> <p>3B: Assess gaps in areas of potential identification (ie: domestic violence shelters, hospital victim advocacy, crisis hotlines) and provide training to increase identification and referrals in such arenas.</p> <p>3C: Raise level of public awareness on the identification and referral of victims of human trafficking.</p>	<p>3A: Conduct 20, 3 hour, in service trainings per year to existing coalitions, sub-committees, and service agencies regarding best practices for migrant farmworker populations.</p> <p>3B: Create formalized policies to ensure seamless referrals from specialized service providers to appropriate Task Force members.</p> <p>3C: Maintain updated presentations with useful and accurate information on victim indicators and local referral processes.</p> <p>3D: Conduct yearly (1/year) large-scale public awareness events focused on the identification and referral of victims of human trafficking.</p>	<p>Nov. 2009 – Oct. 2011</p> <p>June 2010</p> <p>Ongoing throughout project</p> <p>Nov. 2009 – Oct. 2011</p>
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Time/Task Plan – OVC FY09 – 16.320

				June 2010
			3E: Work with local subcommittees to assess level of public awareness and devise most effective methods to reach local audience.	
			3F: Create comprehensive media plan to include methods of media cooperation for public awareness events and purposes.	June 2010

REPORTING SCHEDULE

April 1, 2010	quarterly financial report due
July 1, 2010	quarterly financial report due semiannual report due
Oct. 1, 2010	quarterly financial report due
Jan. 1, 2011	quarterly financial report due semiannual report due
April 1, 2011	quarterly financial report due
July 1, 2011	quarterly financial report due semiannual report due
Oct. 1, 2011	quarterly financial report due
Jan. 1, 2012	quarterly financial report due semiannual report due
April 1, 2012	quarterly financial report due
July 1, 2012	quarterly financial report due semiannual report due
Oct. 1, 2012	quarterly financial report due

FEB. 1, 2013 FINAL FINANCIAL AND PROJECT REPORTS AND PROGRAM EVALUATION DUE