

June 2011 - Dec 2019 CSEC Trainings

A collaborative effort by the Los Angeles Probation Department, Department of Children and Family Services, and Nola Brantley Speaks provided several trainings for probation officers, social workers, public health, mental health, group home providers, foster family agencies, attorneys, law enforcement, health services, advocates, schools, CBOs/NGOs, DPSS, hotel owners, and community members.



Thank you for bringing this kind of training to the County. You are truly pioneering a movement that educates and opens the minds of our work community for the betterment of society as a whole. As for my experience with the training, I left with an improved sense of self and comfort in my own skin.

Learning from the experiences of the facilitator allowed me to see a different perspective on the struggles the trans community faces on a daily basis. I can now apply the valuable knowledge I gained to help empower the clients I serve. ~ Probation

19 → **256** → **26,287**
types of trainings trainings offered providers trained to more effectively work with CSEC survivors

CSEC 101

CSEC 101 is an introductory training that introduces providers to CSEC, risk factors, pathways of entry into CSEC, needs of CSEC victims, and identification of CSEC victims.

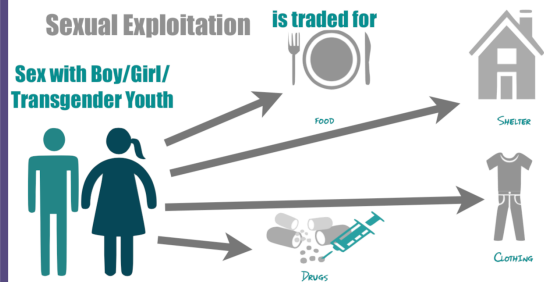
54
trainings

7,674
participants trained

The CSEC 101 awareness presentation was extremely powerful. I had no idea the intensity of this issue. Thank you for sharing your passion and for helping children feel safe and hopeful again. ~ LAUSD Teacher

Absolutely outstanding and very necessary training! As educators/Social Workers/Nurses it is imperative that we are aware of this issue and know the signs and how to respond. ~ School Counselor

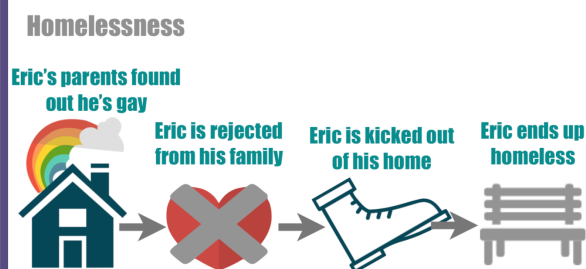
CSEC Overview



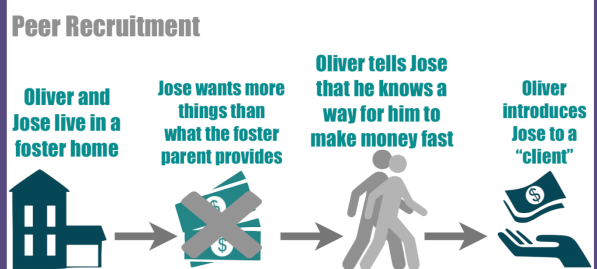
CSEC Overview



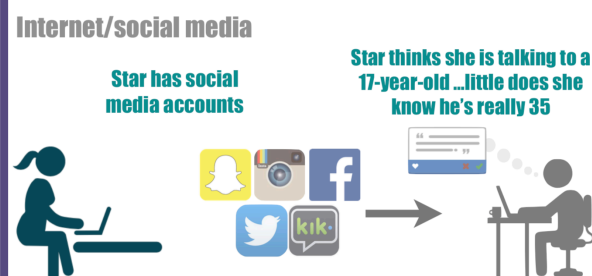
Pathways of Entry



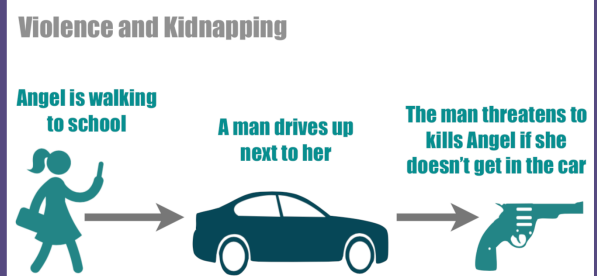
Pathways of Entry



Pathways of Entry



Pathways of Entry



CSEC 102

CSEC 102 is a 2-day training focusing on the impact of trauma, the Stages of Change model, engagement strategies, vicarious trauma, and self-care..

48
trainings

3,503

participants trained

I learned the importance of unconditional regard, the meaning and relevance of engagement and establishing relationships geared at healing and acceptance.

~ Participant



Engagement

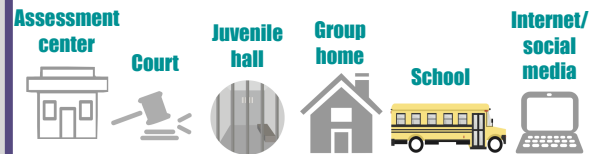


YOU are the intervention. Regardless if you have 5 minutes, 5 months, or 5 years with the youth, the relationship you develop with the youth will make a world of difference



Peer Recruitment

Peer recruitment can take place at



CSEC

Stages of Change



Adapted from DiClemente, C.C. (2003). *Addiction and Change: How Addictions Develop and Addicted People Recover*. New York, NY: The Guilford Press. © Guilford Press. Reprinted with permission of the Guilford Press.



Precontemplation

CeCe is a 16-year-old female who was recently arrested for loitering and was in juvenile hall for 15 days. Her caseworker recently placed her at a level-12 group home. CeCe is not open to talking about her exploitation and denies being exploited. Anytime anyone asks her about CSEC related topics, she becomes defensive saying, "Bitch, you don't know me." When asked what her goals are, she responds, "to get the hell out of here as fast as I can!" The next day at school, she runs away to reunite with her exploiter. How can you engage CeCe?



Trauma-Informed Approach

- It's important to **keep in mind the extent of trauma these youth experience**. For many of them, they experienced not just the trauma while being commercially sexually exploited, but they also experienced trauma before they were exploited.
- Trauma greatly impacts **how one relates to the self, the world, and others**.
- Try to understand what's **underneath the behavior**.



Precontemplation

Engagement Plan with CeCe:

- Talk with CeCe about things other than CSEC
- Work with the group home staff to develop a plan of engagement for when she returns to the group home
- Recognize her relative strength of going to school - even though she AWOL'd from school, she could've AWOL'd from the group home
- Connect CeCe with an advocate
- Create a safety plan

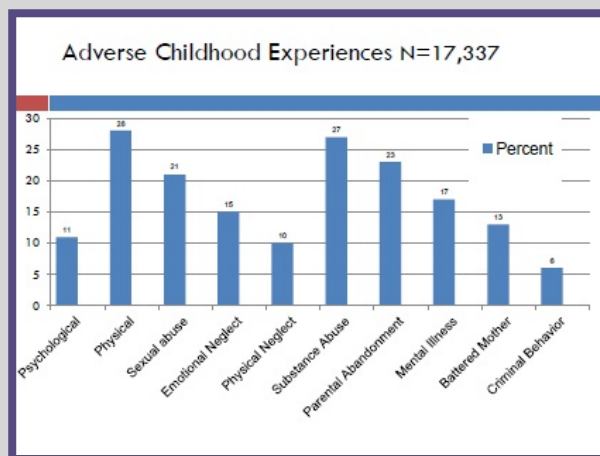
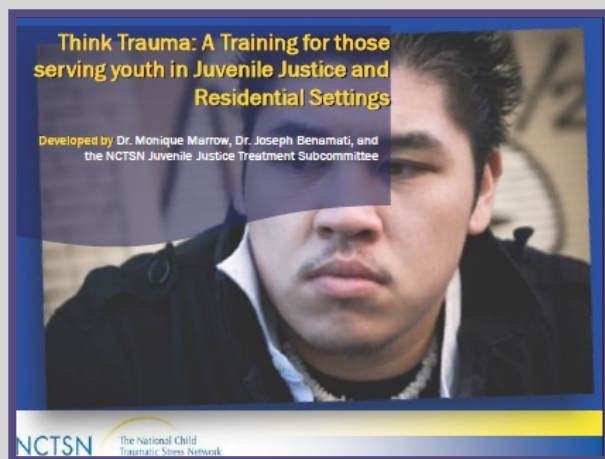


Think Trauma

19 trauma-informed care trainings were provided by leading experts in the field, who discussed complex trauma, cultural competency, implicit bias, vicarious trauma, and trauma-informed care in the juvenile justice system.

The trauma training that has been provided over the past few months has really been helpful in understanding that our CSEC youth have layers and layers of trauma and because of their early childhood trauma, it made them vulnerable to exploitation. I used to think working with the girls in juvenile hall was just about a lot of drama, now I realize, it was trauma! ~ Probation

19 = 1,404
trainings participants trained



I attended the “Think Trauma” training taught by Dr. Marrow and it has fundamentally shifted the way I approach my work. Dr. Marrow provided real world examples and she presented a compassionate and refreshing perspective on the youth that we work with. By viewing their behavior through the lens of trauma and seeing these behaviors as survival coping mechanisms, we can begin to see the path forward to assist young people to develop new coping strategies, rather than engaging in power struggles. This training gave me a frame of reference to understand the impacts that traumatic experiences have on youth development and helped me better understand some of the factors underlying the difficult behaviors we see. The class resonated very strongly with me because it describes what we see every day in the youth and families we serve. Her approach also values and honors the experiences of staff. The class helped me begin to better understand the impact of vicarious trauma on staff working with juvenile justice youth and helped me further realize the importance of self-care for staff. I am very grateful to Dr. Marrow for developing this class. ~ Probation

Responding to the Trauma of CSEC

The training provides an overview of complex trauma of girls involved in commercial sexual exploitation, highlighting the intersectionality of gender and race.

17
trainings
1,763
participants trained

Ms Bilal, spoke about the importance of Healing Informed Care (HIC) for service providers, family and the community. There has been an abundance of discussion around “Trauma Informed Care”. This training takes it to the next step in that it explores the belief that healing is possible and necessary for CSEC youth. Further, the training addresses basic strategies for implementing Healing Informed Care including staff training and education. The training impacted me in that it reinforced my belief in the importance of continuing to listen to the client, build on therapeutic relationships, focus on strengths, and renew the commitment of seeking to understand the client from her/his prospective in a non-judgmental manner. ~ Public Health

Being aware of the trauma of CSEC and the effect it has on your work is crucial. This information is so important since many survivors of human trafficking were once or are CSEC. After Hours Ministry is so thankful for the excellent way in which the training was presented.
~ After Hours Ministry

Foster Care

“Girls who run from their homes, group homes, foster homes and treatment centers are at greater risk of being targeted by a pimp”

(Goldblatt Grace, 2008/2009; Williams & Frederick, 2009).

“I didn’t love myself”

I did it 'cause I didn't have nobody. I did it because I hated myself. I did it because I didn't love myself. I did it because I never had anything. So, when I was hustling, I would hustle hard to get what I need and want...to make myself look good and feel better. So, I started selling my body...



© Monique W. Morris, from *Pushout: The Criminalization of Black Girls in Schools*

This is an excellent training for people who have not worked with CSEC youth in a mental health setting. ~ Orange County Health Care Agency

This training was informative and experiential, whereby one activity asked the attendees to sit with various emotions and feel them with the client, such as rage, sadness, and betrayal, which is something that providers hear about when working with CSEC youth. This training was powerful and well worth attending for any individual who seeks to gain a better understanding of the emotional process that CSEC youth move through within treatment.
~ Five Acres

The Healing Begins with You

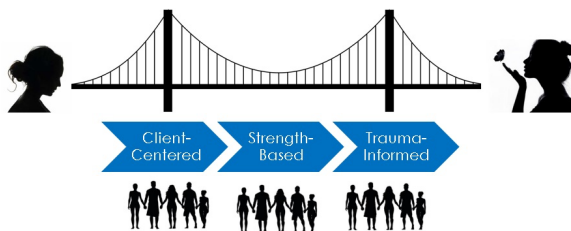
A one-day interactive training course exploring strategies for addressing the overlapping phenomenon of burnout and vicarious trauma among those who are workers in the fight against human trafficking. Through a fusion of various teachings and modern self-care practices participants will explore practical ways to maintain vibrancy and strength in loving others, self, and the mission of social service. Participants will also discuss the process of identity development and strategies for identity reformation for CSEC (including alternative therapies, post-traumatic growth, and other strategies for healing from complex PTSD).

15
trainings
1,481
participants trained

This training was very different than any other training I've been to. The trainer did a great job at educating us on how we can be the best support we can be and reminding us that it's all about them – not about us. ~ Foster Care Provider

This training was AMAZING! I can't believe how honest and open the trainer was about her personal experiences both helpful and hurtful. It's so inspiring to know that our youth can recover from the hell they have been subjected to – that there truly is hope. The part of the training on labeling really hit hard for me. We all must do a better job on seeing these youth as kids first – not continue to label them for all the things that they have been through – but really see them for the beautiful young people that they are. ~ DCFS

SOCIAL SERVICE CONCEPTS



Identity with PTSD & after CSE THEIR INNER WORLD (HOW THEY FEEL)

- Distrusting
- Inadequate
- Guilty
- Inferior
- Role confusion



THE DISEASE OF LONELINESS

To be lonely is...

- To be separated from others.
- To be without aid or support.
- To be without anyone or anything else.
- A complex and unpleasant emotional response to isolation (or feelings of isolation).



IDENTITY

A person's mental representation
(idea or image)
of who he/she is...



CSEC Amongst Gay Males & Transgender Females

The training provides an overview of the discrimination of the LGBTQ community as well as an overview of sexual exploitation and commercial sexual exploitation of transgender females and gay males.

8
trainings

1,330
participants trained

I am so glad we are finally shedding light on the plight of transgender females and gay males who are trafficked, often landing in this situation as a result of the rejection of their families. Nola's training illustrated the youth with whom we work beautifully and I am so glad we are spreading awareness of these beautiful human beings who are so deserving of love and understanding of their life circumstances.
~ Covenant House

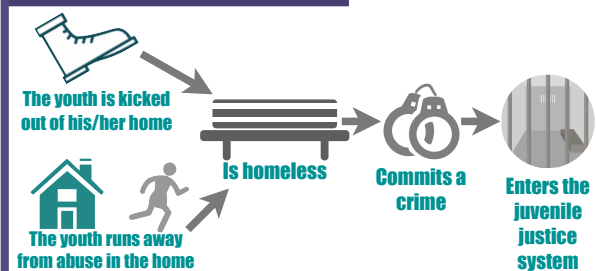
The training for me was enlightening, informative and brought a shared insight into what our LGBTQ community faces just trying to live their life.
~ Covenant House

Foster Care

	LGBTQ	non-LGBTQ
 Total # of placements	2.85	2.43
 Ever been hospitalized overnight	38.8%	31.2%
 Hospitalized for emotional reasons	13.5%	4.2%
 Ever been homeless	21.1%	13.9%
 Live in a group home	26.7%	10.1%

The Williams Institute (2014). Sexual and Gender Minority Youth in Foster Care: Assessing Disproportionality and Disparities in Los Angeles. Retrieved from http://williamsinstitute.law.ucla.edu/wp-content/uploads/SFGYC_report_Final-aug-2014.pdf

Juvenile Justice



Fordist, R., Overstreet, A., Hays, L., Kohn, D., & Rank, J. (2011). "Justice for All: A Report on Lesbian, Gay, Bisexual and Transgendered Youth in the New York Juvenile Justice System." New York: Urban Justice Center. http://high.org/assets/digital-library/resource_229.pdf

Lack of Services

One study found that...



National Coalition of Anti-Violence Programs (2012). Lesbian, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2012. Retrieved from http://www.ncav.org/documents/ncav_2012_report_final.pdf as cited in Clark et al. (2014). Clark, M., et al. (2014). Surviving the Streets of New York: Experiences of LGBTQ Youth, 1980s, and 1990s Engaged in Survival Sex. Urban Justice Center. Retrieved from <http://www.urbanjusticecenter.org/assets/digital-library/publication-pdf/200119-Surviving-the-Streets-of-New-York.pdf>

Pathways of Entry

House Mother



Becoming a Trans Ally

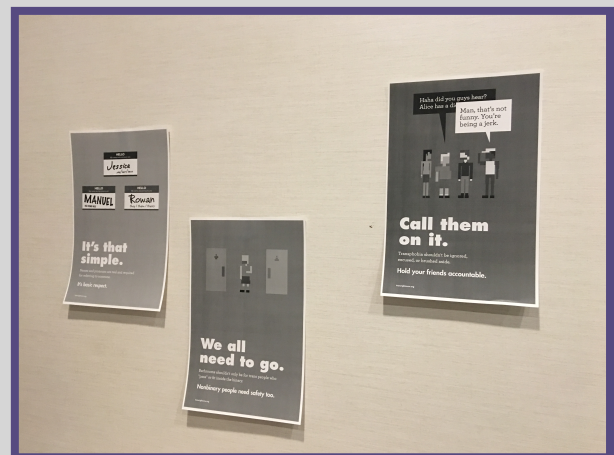
This training discusses effective strategies for engaging the transgender community.

2
trainings
117
participants trained

The Trans Ally training was such an incredible experience for me. The activities were eye opening and impactful, and I left with actionable tools I can use personally and in my organization to ensure we are thinking as active allies, not just for trans community members. The whole concept of an active ally is so powerful in serving under-served communities. ~ 211 LA County

The TransAlly training is something that everyone should experience! The trainer is knowledgeable, personable, funny and engaging! He takes the class on a journey and compels one to take a hard look at the world around us as we walk in someone else's shoes. This training truly changed the way I advocate for not only transgender youth, but for all people! ~ Probation Director

The Trans-Ally training had a tremendous impact on increasing cultural competency with the Transgender Community. Although, the Transgender Community is represented under the LGBT+ umbrella, it has been evident from my first LGBT training, that in order to fully understand the needs and challenges of this community, that a separate eight-hour training would be needed. It was very encouraging to finally see this happening. – Deputy Probation Officer



**Get better, Do better, Be better.
BECAUSE GENDER MATTERS!**
~ HealthRight 360

Technology Trainings

Parenting in a Digital World

This training provides an overview of the dangers of the Internet and social media as well as strategies for keeping youth safe online.

7
trainings
593
participants
trained

I found Parenting in a Digital World to be an excellent training....it gives a revealing look on the dangers and risks involved when parents give their kids free reign on the internet - particularly the very real dangers and risks involved with the seemingly innocent video games and apps that kids use all the time. Not only did the training open my eyes to all the ways perpetrators can directly access those youth we work with, but also my own child through chat rooms on video games and popular apps, but it also equipped me with practical ways I can safeguard and monitor my child while using the internet, while also providing excellent advice on how to talk to your child about using the internet in a responsible, safe way. The result of the training for me has been that my daughter and I have more open talks about our thoughts on what is on social media, plus she understands and respects the reasons why we have internet safety rules in place. ~ DCFS

What the Tech

The training provided a discussion of current issues in cyber crimes as well as a discussion of how technology facilitates crimes against children.

6
trainings
929
participants
trained

The facilitator was really good. It is great to see that the county is expanding the training to cover the internet and social media. It's so scary to know that our youth are subjected to so many negative things from the internet and that predators are preying on the vulnerabilities of these youth. The trainer really brought these realities to life. ~ Law Enforcement

Growing Up in A Digital World

This training provides an overview of youths' usage of technology and social media and practical strategies for engaging youth in discussion about their digital lives.

6
trainings
705
participants trained

The training left a huge impression and has impacted how I see the use of digital media. I left with the desire to share the information to protect our children and do something to stop predators from reaching out to the most vulnerable. I work with a primary Spanish speaking community and they would benefit from the knowledge provided at this training. ~ Wraparound Provider

I really enjoyed the Parenting/Caregiving in a Digital World. The training really assisted me in thinking about the impact of social media on children and things that I can use to undo the effects as a parent and a therapist working with other parents. I actually recommended the training to one of the parents I am working with, so he can have a better understanding of the resources available to him. ~ DMH

The Importance of Technology

What do these all have in common?

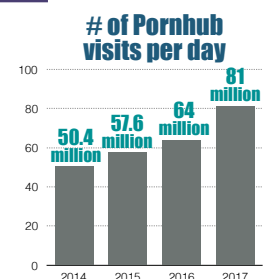


Teens consider them all basic needs



Pornography

An average of
81 million
people visited Pornhub
each day in 2017



Cyber Bullying

Conversation starters

Have you ever been upset with someone online? How did you deal with it?

If someone was pressuring you into doing something online, what could you do?

Has someone ever sent you a mean message online? How did it make you feel?

If someone was being mean to one of your friends online, what could you do?

If someone was being mean to you online who would you feel comfortable talking to about it?



Social Media

91%
post pictures
of themselves

71%
post their
school name

53%
post their
email

20%
post their
cell phone



Vicarious Trauma & Compassion Fatigue

This training discusses vicarious trauma and compassion fatigue as well as strategies to prevent these in the social service field.

6
trainings
1,465
participants trained

The compassion fatigue workshop has changed the way I live after work. The trainer was well skilled to drive key messages home that you just can't ignore anymore. Through all the tips she gave us to keep our lives balanced, I have purposefully put aside time to garden. Before this workshop, I would never garden and wouldn't call myself a green-thumb at all, but I decided to choose gardening as my decompression hobby and it's been very satisfying to beautify and create a new ecosystem in my backyard in 1 season. The simple pleasure of sharing my harvests with co-workers and relatives allows more conversation to connect with others in different ways than before. ~ Public Health

Francoise is amazing! She is funny, entertaining and highly articulate and right on with vicarious trauma and how to deal with it....It has been a long time, since we have had a Trainer with such great insight and compassion.... ~ DCFS

The secondary impact on helping professionals: Vicarious Trauma/Compassion Fatigue



THE COMPLEX STRESS MODEL



Dr. Patricia Fisher, www.tendacademy.com

www.tendacademy.com

Beyond Kale and Pedicures: Can We Beat Burnout and Compassion Fatigue?

By Francoise Mathews, M.Ed., CCC

I have been locked out of the seminar room.

Peering through the glassing, I can see two dozen opening doors, some to scrub, rolling about inside the auditorium. The space is mostly full, and they are chatting and eating lunch. The session on compassion fatigue and self-care is about to begin, but the door is locked and I can't get in. I knock once, and then again a little bit louder. They can see me, but no one comes to unlock the door.

Problem is, I am the presenter, and this isn't starting out particularly well.

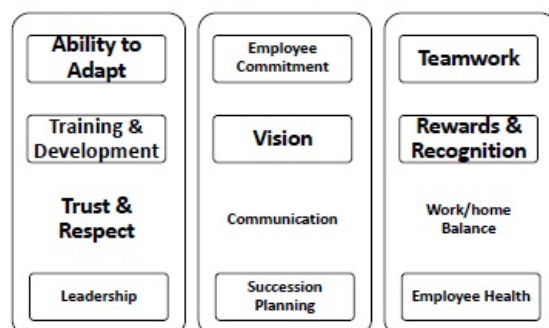
Many of my audiences express growing frustration at working in a system that feels broken, and no amount of kale and yoga can fix that overnight.

Have car, will travel

I became a compassion fatigue specialist by accident, or rather, by necessity. I completed my counseling degree nearly 20 years ago and I was very fortunate in receiving first-rate training at Columbia University and at the University of Toronto. Our courses explored issues of multiculturalism, racism, gender bias, addiction, transference, and many other challenging and stimulating topics.

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The 12-Factor Organizational Health Model



© Dr. Patricia Fisher, Ph.D., R.Psych., L.Psych.

ORGANIZATIONAL HEALTH IN TRAUMA-EXPOSED ENVIRONMENTS

Increasing Your Professional Health and Happiness

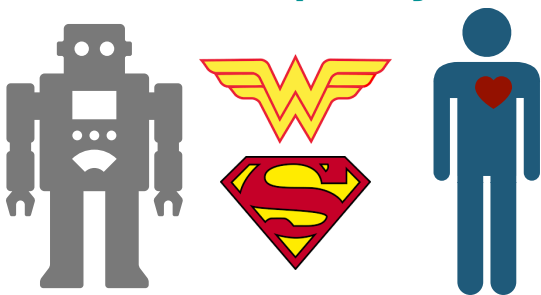
The training provides an overview compassion fatigue, vicarious trauma, and burnout, and practical strategies to address these.

9
trainings
941
participants trained

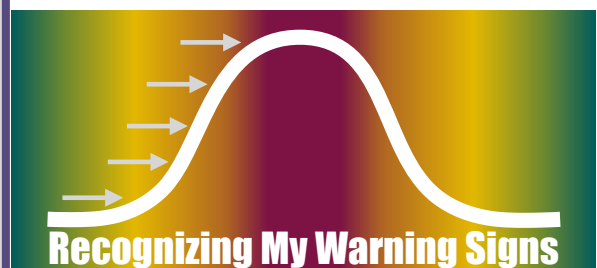
Nola and Falilah's training, "Increasing your Health and Happiness" was amazing. Burnout is rampant among those who work with human trafficking survivors. It is key to understand how we can care for ourselves so that we can care for others fully, as this training expressed.
~ After Hours Ministry

My favorite thing about this training was that the speakers were so open and honest with us. To have people you admire and respect so much in the field open up about their mistakes, current struggles and triumphs was helpful, motivating and very much appreciated. ~ DMH

We have to acknowledge that we are neither robots nor superheroes. We are humans and will be impacted by our work.



Preventative Strategies



Vicarious Resilience

Working with trauma survivors can strengthen our well-being by appreciating and incorporating what we learn from their healing processes

When we're exposed to their resilience, we can experience positive meaning making, growth, and transformations

We must attend to our own development in multiple contexts of marginalization and privilege by virtue of our class, ethnicity, sexual orientation, age, gender, ability, and religion so it does not hinder us from truly appreciating our clients' resilience

Henderson, P., Engelen, D., Gargan, D. (2015). Exploring the Impact of Trauma on Therapists: Trauma Resilience and Related Concepts in Training. Journal of Systems Therapy, 28, 15, 87-93.



Preventative Strategies

Morning Routine Examples: What will put you on a positive trajectory for the day?

Reflect on gratitude

Eat a healthy breakfast

Set goals for the day

Listen to upbeat music

Exercise/yoga

Meditate/pray

Remind yourself of your mantra

Plan self-care for after work



Harm Reduction

The training provided an overview of the Stages of Change model and applies harm reduction at each stage.

6
training
647

participants trained

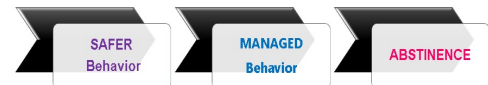
The healing and recovery journey for commercially sexually exploited children and youth is a life-long one. This type of healing happens on a continuum and often begins and is supported throughout with harm reduction efforts. ~ Nola Brantley

What are harm reduction strategies we use regularly?



Harm Reduction

Harm Reduction Continuum



MEET THEM WHERE THEY ARE...

System involved youth are accustomed to others exerting **POWER & CONTROL!**



Safety Planning



- Identify **red flags** in situation and what to do
- Practice **asking for help**
- Identify **potential crises**, their warning signs, and coping strategies

Assisting youth and young adults as they regain a sense of power and wholeness after CSE abuse, requires a unique sensitivity and willingness to employ innovative strategies to help them find freedom. While harm reduction may in some ways seem to be counter-intuitive, it is a gracious and loving way of partnering with them on that freedom journey. As practitioners and helpers in the fight against human trafficking, we must seek to maintain the open-mindedness that will allow us to remain teachable and explore methods that are most helpful for the population. This harm reduction training will equip attendees with more tools to help these young people develop greater self-efficacy and empower them to experience progressive transformation that can lead to long-term stability and safety. ~ Leah Jonet

Word on the Street: Educating and Empowering Young Women and Girls

“Word on the Street” is a CSEC prevention curriculum for female adolescents. It was collaboratively developed by clinicians, probation officers, social workers, advocates, group home providers, & juvenile hall staff. There are 3 versions of the group curriculum (6-week curriculum, 1-day conference curriculum, 90-minute curriculum) and one-on-one workbook. In 2018, all versions of the curriculum will be translated into Spanish.

18
facilitator trainings
763
participants trained

What a great curriculum and having a survivor of CSEC co-facilitating was very impactful. I’m excited to get this information into our schools, it is REALLY needed. Thank you for including us in your training and for all of the great work the County of Los Angeles is doing. ~ School Administrator

The CSEC prevention facilitator training was amazing! It is so important for our youth to know the truth about this issue and I want to get started on the workshops right away. I’m thinking that I may even use the curriculum in our agencies Wraparound program with our parents. ~ Wraparound Provider



School Trainings



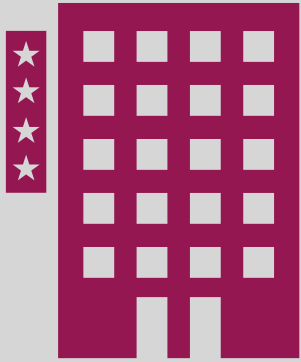
The training provides an overview of CSEC including risk factors, CSEC identification, and how the school can help CSEC victims.

17 = 1,099

trainings participants trained

The training was very difficult to sit through. The thought that our children are being targeted for this horrific crime is unimaginable. The videos, examples given, and youth voice really made the issue real.
~ School Nurse

Motel Trainings



The training includes an overview of human trafficking and CSEC. Participants also learned about warning signs to look out for and what to do if there is suspicion of CSEC activity occurring on the premises.

4 = 117

trainings participants trained

Law Enforcement Training



This multi-day training provided law enforcement with knowledge and skills to enhance their technical and non-technical investigations to address the demand of CSEC.

10 = 1,196

trainings participants trained

Out-of-Home Care Providers

The Los Angeles Department of Children and Family Services partnered with the University Consortium for Children and Families and Nola Brantley Speaks to create a CSEC training specific for group home providers and foster family agencies to better equip them to work with CSEC victims and survivors as well as youth at-risk of CSEC involvement.

3 = 480

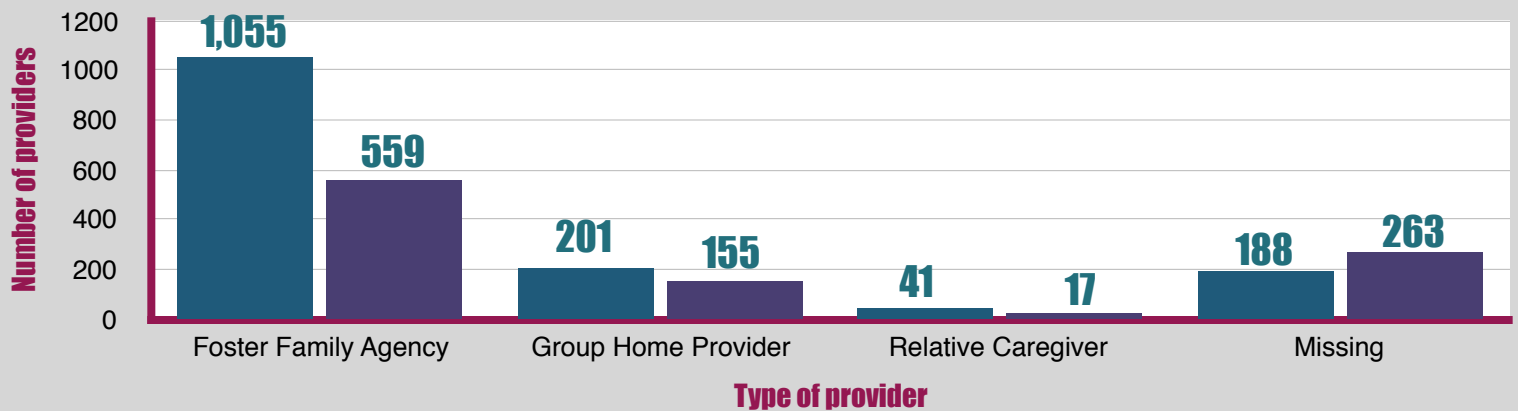
trainings providers trained

1 = 80

Train-the-Trainer providers trained

eLearning

CSEC 101 **CSEC for Out-of-Home Providers**



Engagement Strategies: The CSEC Perspective

What is the most important thing for out-of-home care providers to know about CSEC?

- "Get to know the backgrounds of children who are sexually exploited, and not just by reading their file, but by actually listening to them in a non-judgmental way"
- "The only thing lots of abused children know how to do is run when things get stressful"
- "Children in out-of-home care stress a lot because they are not getting their basic needs of food, clothing, and transportation met by providers in a timely manner"
- "CSEC are more than just their CSE. They don't want to be labeled and categorized by their abuse"



Engagement Strategies: The CSEC Perspective

How and why do youth in out-of-home placement become vulnerable to the commercial sex industry?

- "Running away at a young age (11-13)"
- "Wanting material things that their care providers cannot afford or will not provide"
- "Unaddressed trauma from a family history of sexual abuse"
- "Lack of self-worth due to past abuse"
- "History of people walking out on them and breaking promises"



LA County On-Line CSEC 101 Module

This CSEC 101 training is available to LA County employees and covers an overview of CSEC 101.

71,337
participants trained

This is a very important issue we should all be aware and we must keep our eyes and ears open for subtle clues to help save these victims. ~ ISD

Good info., from the number of homes we have been in over the years, it is likely we have crossed this situation and did not recognize it. gonna keep my eyes a little more open to whats going on around the house other than just the patient. ~ Fire

I thought the training was wonderfully done and EXTREMELY DEPRESSING.....but fascinating!!!!!! It was engaging, and just very real....so it made me sad. But I'm totally glad I watched it, I learned a lot from it, and I think everyone should see it!!!! Very nicely done!!!!!! Definitely one of the best trainings I've ever taken!!!! ~ LA County Office of Child Protection



It is truly heart-breaking that we live in a day and age where these kind of actions goes on exploiting the innocence of youth. I will make it my duty to be ever vigilant, to look for the clues, and report any suspicion of human sex trafficking. Thank you for the course. ~ Fire Department

Thank you!!!!!!!!!! What an eye opener!!!!!! ~ ISD