



MEN AS PEACEMAKERS

Discussion Guide: Video Three
Systemic Oppression and Building Allyship
in our Communities




WE ARE ALL CONNECTED

Human Trafficking and
Complex Trauma 201 Series



"When we recognize that we are all connected, we accept a deep responsibility for the ways our choices impact everyone around us - for good or for harm."



The Human Trafficking and Complex Trauma 201 Video Series was created by the North Dakota Council on Abused Women's Services (NDCAWS) in partnership with the North Dakota Human Trafficking Task Force (NDHTTF) and Men As Peacemakers (MAP) as part of the VOCA regionalization grant; Empowering Providers to Empower Survivors, funded through the Office for Victims of Crime. To access these videos, please visit <https://ndtrafficking201training.org/>.

HOW TO USE THIS DISCUSSION GUIDE



While this series can be used as a standalone professional training, Men As Peacemakers has created six (6) accompanying Discussion Guides to facilitate a process of learning and discussion that will result in increased understanding of community-connectedness as an individual-level and community-level protective factor against trafficking and exploitation, as well as increased collaboration between and among communities and systems involved in the local response to human trafficking.

The Human Trafficking and Complex Trauma 201 Video Series

Video 1

We Are All Connected: Community-Connectedness and the Response to Human Trafficking

Video 2

The Myth of Choice: Understanding Human Trafficking at the Community-Level

Video 3

Systemic Oppression and Building Allyship in our Communities

Video 4

Understanding Trafficking in Rural Communities

Video 5

Considering the Mental Health Needs of Survivors

Video 6

Survivor- Informed Engagement

Potential Uses for Video + Discussion Guides:

Onboarding and training of new and existing staff and volunteers;

Supplementary or advanced training for community-based sexual assault or domestic violence advocates who have already completed their statutorily mandated training hours;

Multidisciplinary team cross-training or team-building;

Staff meetings or retreats;

In preparation for developing or revising interagency protocols or organizational policies and practices



AUDIENCE



Individuals who play a role in the community response to human trafficking

community-based advocates, law enforcement, probation, child welfare, child protection, clinical supervisors, shelter advocates case managers, school staff, nurses, physicians, healthcare staff, counselors, clinical social workers, psychologists, addiction counselors, and therapy interns from across disciplines, and other multidisciplinary professionals that provide critical services for victims.



Multidisciplinary teams tasked with developing and improving the systems response to human trafficking

Agencies and organizations who play a role in the community response to human trafficking



STRUCTURE + CONTENT

The Human Trafficking and Complex Trauma 201 Video Series is designed to be watched in order, with each video containing three parts:

1. A 5-minute animated overview of the concepts contained in the video;
2. A “kitchen table”-style discussion among local and regional experts.
3. Reflection and evaluation opportunity to show understanding of the section.

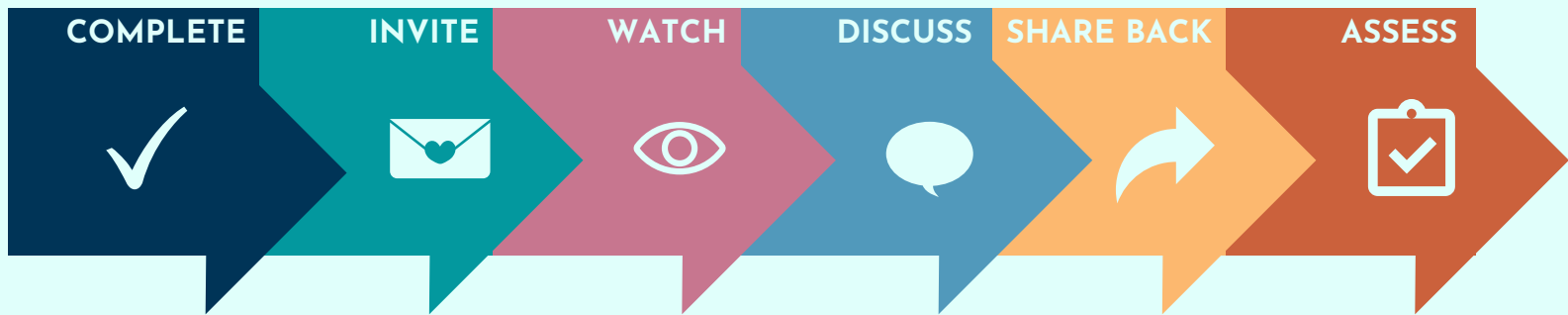
To access this training series, please visit:

<https://ndtrafficking201training.org/>
and register for the training.

Once you have viewed all training videos in order and completed the evaluations, you will be able to navigate back to the video(s) of your choosing for the purposes of hosting a discussion in your own agency/organization.

Men As Peacemakers recommends the following two approaches for hosting a discussion:

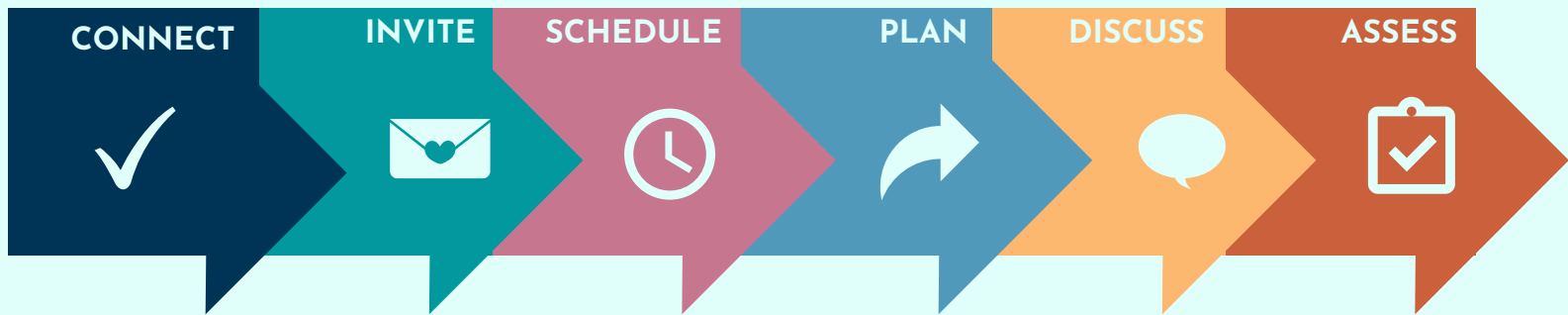
Option 1 Complete the Training and Host a Discussion



- 1 Register for the Human Trafficking and Complex Trauma 201 Video Series and complete the training (including evaluations).
- 2 Identify who from your organization, agency, or team should be invited to the conversation, connect with leadership to encourage their support and participation, and find a meeting time that makes sense (eg: existing staff meeting or team meeting) to have a group discussion. This can also be conducted virtually.
- 3 Select which video(s) seems most relevant or primary to your organization or team. As a group, watch the entire video, or just the animated portion.
- 4 Use the Discussion Questions in this guide to help facilitate a conversation with your staff or team.
- 5 If not all staff/members are participating, find a time that makes sense for your group to share what was learned with others in your organization, agency, or team. Be sure to include a discussion of how these learnings can help improve existing policies or protocols
- 6 As a practical next step, consider completing the Community Connections Assessment Tool to help your organization or team identify areas of connection within the community from which to improve the local response to human trafficking, as well as identify potential areas of disconnect.

Men As Peacemakers recommends the following two approaches for hosting a discussion:

Option 2 Group Training and Discussion Groups



- 1 Connect with leadership to identify who from your agency, organization, or team would benefit from the Human Trafficking and Complex Trauma 201 training.
- 2 Ask that participating staff members register and complete the Human Trafficking and Complex Trauma 201 Video Series on their own by a specified date.
- 3 Find a meeting time that makes sense (eg: existing staff meeting) in order to engage in a discussion after each video. Discussions can also be conducted virtually.
- 4 If not all staff/members are participating, find a time that makes sense for your group to share what was learned with others in your organization, agency, or team.
- 5 Use the Discussion Questions in this guide to help facilitate a conversation with your staff or team. Be sure to include a discussion of how these learnings can help improve existing policies or protocols.
- 6 As a practical next step, consider completing the Community Connections Assessment Tool to help your organization or team identify areas of connection within the community from which to improve the local response to human trafficking, as well as identify potential areas of disconnect.

FACILITATOR TIPS



SET THE TONE

1

These discussions are meant to be informal, authentic, and non-judgmental. Depending on your group, this may be a new or unfamiliar topic, and it's important to let the members of your group know that this is simply an opportunity to explore the topics covered in each video together. There is no one right answer, and everyone has wisdom and ideas to share. While we encourage you to use existing meetings times, consider hosting a discussion over lunch or coffee in order to create a more casual and comfortable atmosphere.

BREAK THE ICE

2

Depending on how established relationships are within your organization, agency, or team, your group may benefit from an opening activity that builds connection and invites participation. Breaking the ice does not need to force camaraderie or congeniality (that approach could backfire and discourage engagement), and can be a simple question that eases people into conversation. Some ideas are:

- What is your most used emoji? What does it tell us about you?
- What is your favorite season and why?
- Who are "your people?"

SEEK TO UNDERSTAND

3

In a real conversation, content comes from everyone. In discussions like these, however, there is a risk that conversation could devolve into an exchange of, "Here are my thoughts" followed by, "Oh, here are mine," and so forth. In order for these discussions to be fruitful, the key is to engage in active listening and to encourage genuine understanding of others' perspectives. When someone finishes speaking, encourage questions that can deepen understanding of what's just been shared. Consider questions like, "Could you elaborate more on your point about X?" "When you said X, I understood that as Y. Is that what you meant?"

FACILITATOR TIPS



GO BEYOND CONVERSATION

4

While these discussion guides are an aid to help facilitate organization or team-wide learning and deepen the conversation around human trafficking and complex trauma, Men As Peacemakers' ultimate goal is to help agencies, organizations, and multidisciplinary teams improve the local response to human trafficking by increasing their level of connection to community, systems, and those most impacted by violence. The "We Are All Connected" resource page contains practical tools and training for integrating community-connectedness as an organizational practice.

AVOID GROUP-THINK

5

When discussing challenging topics, it can be a powerful practice to offer some time and space in the beginning for each individual to collect their thoughts. This can be as simple as providing a couple minutes before group discussion for quiet journaling or reflection. Sometimes in discussions such as these, group-think or anchoring can happen. Group-think is when an entire group takes on the ideas of one individual rather than allowing for multiple perspectives to exist. Anchoring is when an individual relies on the first piece of information that receive to guide their perspective. In this case, if someone does not have time to process their own thoughts, they may rely on the initial thoughts of someone else to guide their reflections.

ASSESS

6

As a practical next step to these video discussions, consider completing the Community Connections Assessment Tool([organization version](#) OR [multidisciplinary team version](#)) to help your organization or team identify areas of connection within the community from which to improve the local response to human trafficking, as well as identify potential areas of disconnect.

DISCUSSION QUESTIONS

VIDEO THREE

Systemic Oppression and Building Allyship in our Communities

In Video #3, we learned about institutional, or systemic, oppression and how it causes harm to both individuals and communities. The residual impacts of past oppression and violence on certain communities - Native American communities, in particular, but also immigrant communities, communities of color, and others - result in disproportionate rates of trafficking and exploitation.

·Think about your specific community. What groups are most impacted by institutional or systemic oppression?

·In your work, in what ways have you observed the impacts of institutional or systemic oppression? Think back to the clients you have worked with. Share an example (remove identifying information) of how you've seen institutional or systemic oppression serve as an "on-ramp" into trafficking, exploitation, or other forms of victimization.

What are some ways that you, as an individual provider or team member, can build or strengthen community-connectedness with those groups most impacted by institutional or systemic oppression? What are some changes your organization, agency, or team can make in order to build or strengthen community-connectedness with those groups?

As a practical next step, please consider completing the [Community Connections Assessment Tool for Teams](#) or for [Agencies and Organizations](#)



ADDITIONAL RESOURCES

Human Trafficking and Complex Trauma 201 Series

ndtrafficking201training.org/

'We Are All Connected' Resource Page

menaspeacemakers.org/weareallconnected

Community Connections Assessment Tool - Orgs

forms.gle/cDqZkutk6JzPwFhv7

Community Connections Assessment Tool - Teams

forms.gle/D9ZXcLAM498AXcjx5

Community-Identified Strategies for Prevention

menaspeacemakers.org/weareallconnected-1

MDH Safe Harbor Protocol

health.state.mn.us/communities/safeharbor/response/protocol.html

Don't Buy It Project

dontbuyitproject.org/