

Team Engagement Tips



Team meetings	<ul style="list-style-type: none"> ● Confirm an ongoing, predictable date and time ● Discuss tasks and expectations ● Protocol review and case consultation ● Ensure mutual accountability and follow through ● Easy onboarding for new members ● Celebrate success
Education and Training	<ul style="list-style-type: none"> ● Train together - enhance team relationships & collaboration ● Keep momentum, motivation, and passion ● Stay up to date: promising practices, trends, gaps ● Create an education plan for new members ● Ensure the team is person-centered and trauma-informed ● Ensure the team has human trafficking education/experience ● Include vicarious trauma and resilience training
Effective Participation	<ul style="list-style-type: none"> ● Determine the facilitator/scheduler ● Be attentive to team concerns and needs ● Share research and resources ● Problem solve and negotiate ● Value input and recognize contributions ● Ask for advice and opinions ● Get personal: <i>Icebreakers & one-on-one interactions</i>
Tasks and Agendas	<ul style="list-style-type: none"> ● Confirm member roles & responsibilities ● Assist in ongoing organization and team buy-in ● Create a sense of purpose ● Keep team members accountable
Rapport and Trust	<ul style="list-style-type: none"> ● Attend trainings together ● Lunch meetings ● Personal icebreakers ● Connect after work hours ● Cross-discipline train ● Be clear one another's roles & responsibilities <i>Both for the team and their agency requirements</i> ● Acknowledge and celebrate one another/team success
Honesty & Openness	<ul style="list-style-type: none"> ● Discuss the white elephants ● Be honest about what is and is not working ● Consider turf issues and historical agency issues ● Create ongoing team assessment strategies ● Remember - we are here for victims and survivors: <i>What is in their best interest?</i> <i>Put them at the center of goals and discussions</i>

Starting Points

Team Expectations	<ul style="list-style-type: none"> • Why does everyone think we are here? What is our purpose? • Do we create a mission statement, values, goals and tasks? • How often do we meet? • What is everyone's role?
Determine Facilitator	<ul style="list-style-type: none"> • Who has agency buy-in? • Who has time to facilitate, schedule and follow up? • What agencies receive funding for trafficking services? • Who has professional leadership skills? • Are any involved members in a neutral position?
Community Assessment	<ul style="list-style-type: none"> • What already exists? • What are we missing? • What policies, protocols and meetings can we collaborate with? • Do we have bordering communities/tribes to consider? • What gaps can we fill and/or create resources for?
Building the Agenda	<ul style="list-style-type: none"> • Do we want a mission statement, values and goals? • Do we have uniformity? <i>Treatment plans, confidentiality agreements and screening</i> • Do we have a response to trafficking victims? • Who is already doing the work that can get involved?
Discuss the Barriers	<ul style="list-style-type: none"> • Historical conflicts • Turf issues and disagreements • Ethical and policy differences and conflicts • Differing goals and expectations • Lack of resources or services
Determine Service Area	<ul style="list-style-type: none"> • Is this team specifically for one community, region or state? • How do we partner with neighboring teams? • Where do existing teams and/or gaps exist?

Team Member Considerations



Human Trafficking Victim/Survivor Specific	Team facilitator HT experts and providers Legal Guardian(s) Victim/survivor requests Victims and Survivors
First Responders	Law enforcement (various jurisdictions) Medical/Public Health/SANE Child and Adult Family Services Child Protective Services
Resources	Advocacy and Case Management Mentorship Children Advocacy Centers Schools Faith-Based Parole and Probation Legal Supports/Prosecution/Public Defenders Housing and Placement Tribal Services Culturally Appropriate Services

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