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# LINK

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**2017**  
National Conference  
OCTOBER 18-21, 2017

**Community Connections**  
BRIDGING THE GAPS BETWEEN THE COMMUNITY,  
ACADEMIA, AND THE HUMAN SERVICE PROFESSION

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# SEE YOU IN IOWA!!!

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## President's Message

Tammi Dice, PhD, HS-BCP, NOHS President

Happy Fall! This is my favorite time of year, when the leaves change, the air becomes crisp, and we begin to focus on the upcoming holiday season. Thanksgiving, in particular, is a time to reflect on our lives and what we are grateful for. I can sincerely state that I have been grateful to serve as President of the National Organization for Human Services. It is hard to believe that a year has nearly passed! Much has happened in this time, but much is left to do!

In reflecting on this past year, it is worth noting what the Board of Directors, with Members' support, as well as a competent Webmaster and Bookkeeper, has been able to accomplish... We have worked tirelessly to get our accounting back on track, update our website and make it more dynamic, re-engage our membership, organize a fantastic national conference, advocate to keep the HSBCP Credential, reestablish relationships with CSHSE and CCE, bring attention to important human services issues, publish excellent volumes of the *Link* and the *Journal of Human Services*, work on strengthening our infrastructure and framework, and work toward being able to hire a new AM. Whew! It's tiring just to write about! Yet, we're not done!...

We are eager to continue to build and improve the NOHS, and work on behalf of the field of human services. But we need your help! We ask that you consider how to get more involved. What committee might you be interested in joining? Do you want to help establish the provision of online trainings for NOHS members to earn CEU's? If so, reach out to Rikkisha Gilmore-Byrd, VP of Professional Development. Do you see the value in the Human Services Board Certified Practitioner Credential? If so, contact Paige Krabill, VP of Regional Development and HS-BCP Committee Chair to see how you can help promote the credential so it is not eliminated. Are you skilled at organizing events? Then reach out to Geneva Fleming, VP of Conferences to assist with planning the National Conference. Do you like advocating on behalf of marginalized populations or for those in need? If so, reach out to Diane Berry, the Advocacy Chair to see how you can join her efforts. Are you interested in assisting individuals in processing ethical dilemmas and applying the NOHS Code of Ethics? If so, reach out to Nancy Wood, the Ethics Chair. Do you want to see NOHS grow so even more benefits can be provided and even more efforts can be taken to positively impact our field? Then reach out to Jamie Hartsfield, VP of Public Relations to see how you can help!

We need your involvement! And it can begin by meeting us at the upcoming national conference to be held in Des Moines, Iowa, October 18<sup>th</sup>-21<sup>st</sup>. We have much in store for an awesome four days of learning, networking and fun! Don't forget your party attire and dancing shoes for the Friday night gala! I sincerely hope to see you there!

With respect and appreciation...

## Give Credibility to the Work that You Do: How the HS-BCP can make You STAND OUT!

Paige Krabill, Psy.D, HS-BCP  
VP of Regional Development.

Finding ways to stand out in your career and the field of human services is much easier when you consider adding the HS-BCP to your professional profile. Since the inception of the HS-BCP, NOHS has been committed to advocating for the credential in the field as a way for human services practitioners to verify their knowledge and educational background. Over the past few months, NOHS through the work of the HS-BCP committee has worked to evolve our goals and plans for increasing visibility of the HS-BCP, advocating for the credential in the field and highlighting the advantages of this credential for new and seasoned professionals.

This work will continue as the committee will present a formal sustainability plan to the board at the national conference. In addition, NOHS will participate in ongoing discussions the Center for Credentialing & Education (CCE) and the Council for Standards in Human Services Education (CSHSE) around growing the credential and credential visibility in the field. Looking to advance your career or stand out in a growing field? Learn more by checking out the NOHS website and keep updated by accessing the NOHS Facebook page. Let the HS-BCP open doors for you!

## One President's Effort at Getting to Know their Region - W/NWOHS

James Ruby, PhD, HS-BCP - President, California State University, Fullerton

Recently, the new combined western/northwestern region of NOHS – the Western/Northwest Organization for Human Services – extended an invitation for members in the region to complete an electronic survey allowing leadership to get to know them better and hear their thoughts and feelings about the region. As a reminder, the Western/Northwestern region covers the following states and/or territories: Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, and Wyoming. While we only had 49 respondents, representing various states and professions, we did gather some useful information. Here are just a few of the regional trends regarding priorities for the region that we found interesting:

- 75% of respondents indicated that the region should engage in efforts to grow human services as a professional identity.
- 64% of respondents indicated that the region should focus on professional networking opportunities.
- 48% of respondents valued opportunities to gather resources for their professional practice.
- In regards to how the region might assist the members who completed the survey, the following trends were noted:
  - ...64% of respondents indicated that the region would benefit from a regional weekend conference.
  - ...58% of respondents indicated that they support a regional electronic newsletter (the first of which was published in August, 2017).
  - ...51% of respondents indicated that they support a regional scholarly electronic journal.
  - ...44% of respondents indicated their support for a regional electronic/virtual conference.

Several other comments were offered and they are still undergoing a careful thematic analysis in order to ensure that everyone's voice is heard. Collective wisdom is always the most beneficial and our regional leadership is grateful for the multiplicity of perspectives, professional identities, and educational backgrounds of its members. We look forward to the continued growth of our NOHS region and we welcome everyone's involvement in its success.



## Thoughts on Social Justice—A Challenge from the Advocacy Chair

Diane M. Berry  
NOHS Advocacy Chair  
Professor, Human Services Department, Kaplan University

Human Service Professionals have a duty to advocate for social justice. Standard 16 of the NOHS Ethical Standards for Human Service Professionals requires that we advocate for social justice. In addition, Standard 15 provides that we plan and mobilize to advocate for identified client needs to be met at the individual, community, and societal level. Together these standards provide a call to action for human service professionals.

This has been a year in which many human service professionals have taken action to advocate for client needs to be met, beginning with the Women's March in January, 2017 and up through advocating on behalf of Deferred Action for Child Arrivals (DACA) recipients in the past week, which Congress has been ordered to take up in the next six months. In the remaining months of 2017 and, as 2018 dawns, we will likely have many opportunities to continue to fulfill this responsibility by advocating for our clients on a variety of issues.

As I write this, the Senate is poised to vote on the Cassidy-Graham Health Care Bill next week, the latest attempt to repeal the Affordable Care Act. No matter what happens on that front, there will be many other opportunities to take action. Congress must tackle the federal budget and is also planning to look at tax reform. While the specifics of these proposals have not yet been released, some ideas that are being tossed around include funding a wall on the United States border with Mexico, increasing military spending while cutting assistance programs such as Meals on Wheels, decreasing taxes on corporations and the wealthiest Americans, and eliminating of the head of household status in the tax code. Each of these proposals will likely have a profound impact on the clients we serve. While not all of these issues will appear before the Senate or House of Representatives for a vote, informing your elected representatives of your opinion can put them in the position of advocating for your opinion if/when the opportunity arises.

It is reasonable to feel overwhelmed at the many opportunities and issues with which we are presented by which our clients may be negatively impacted. We are busy with jobs, our substantial course loads and heavy caseloads, caring for families and loved one and simply trying to live our lives. We may feel we do not have any energy left to take on an advocacy role. However, thanks to technology, there are a number of easy ways we can fulfill this important obligation without adding additional hours to our days. A number of these methods are listed below, and most of them can be completed in a matter of minutes.

Some of the best ways to make your opinions known to those elected to represent you include:

**Show up!** Of all the methods available to contact your senators and representative, by far the most effective is often to show up their offices, especially if Congress is in session. If they are on recess, most also have offices in your state that would be easier to reach. Appearing in person, you are difficult to ignore. And, showing up in a group, you are a powerful force.

**Make a Phone call**—For many of us, it is not possible to drop everything and fly to Washington DC or even to drive to our representatives' offices at the state capitol. The telephone call is another very effective way of making your opinion known. When calling, be polite and courteous, state your position calmly, briefly and clearly. Do not expect a response to your opinion. Whether you are speaking to your representative or to a staff member answering the phone, they will most likely just take your message, thank you and end the call. But, know they are likely tallying responses and public input.

**Send an Email**—If you are unable to call or show up, sending an email will get your message across to your elected officials. While many fear emails will not be read, representatives often have staff members scouring emails for opinions, i.e. statements for or against a certain bill. These opinions are often then tallied and, even if the intended recipient does not read your entire statement, your response is likely recorded and shared with that individual so this is still a good way to make your opinion known.

**Snail Mail**—Sending a letter via US Mail is another effective way to make your point. Some senators and representatives, valuing the time and cost associated with putting your thoughts on paper and sending it to their office, will actually make more of a point to read the letters that are physically delivered to their offices. This can, therefore, be a very effective way to get your entire viewpoint across to your elected official.

**Countable.com**—This is a Smartphone application (app) that has been available for several years (Countable News). Once the app is downloaded, participants must sign up for an account with their physical address and zip code. This allows the app to accurately identify your senators and representatives. When a piece of legislation is due to come up for a vote in either house, you will receive a notification on your phone. You can then elect to receive more information about the various positions on the measure and actually vote “Yay” or “Nay” on the bill. Your vote is then sent directly to your elected officials so they are aware of your preferences prior to their vote.

**Resist**—The newest way to contact your elected representatives is to fax them a business letter via the Resist Bot. Launched March 8<sup>th</sup>, 2017 by two members of the millennial generation, after approximately one week of use, this app had sent 10,000 faxes to Washington DC offices. Within a month, more than 100,000 had been sent. (Resistbot)

To participate, simply text the word “Resist” to 50409. The app will ask your zip code to identify your senators and representatives. You will also be prompted to enter your name and address to be added to the business letter it will prepare and fax to your officials. You need not be a member of any political party to participate, nor ascribe to any particular belief system. All users are accepted.

Once logged in, you will be asked, “Who would you like to contact?” and your available options will be listed. Once the recipient is chosen, you will be prompted, “What would you like to say?” Simply compose the thoughts you want to share and once they are completed, the app formats your input into the form of a business letter, complete with greeting and closing. After it receives your approval, your formal letter is faxed to the office(s) you have selected.

With the many opportunities to advocate for social justice presented us in these past and upcoming months, this is a requirement we should all be able to meet. The only issue may be the amount of time we have to devote to such pursuits. Personally, I set a goal of making one phone call or sending one fax every day just before I start work. It is easy enough to do and if I complete it first, my day is clear to focus on other matters. As I say to my students as we discuss these vexing issues and their future careers in the human services profession, I hereby challenge you to go out and change the world!

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## Being Victim Centered: A Victim Advocate's Role

Whitney Guyer Young

When I worked as a Victim Advocate at a Rape Crisis Center, I was asked often, “What do you *do*?” I always struggled with how to answer that question because it changed daily, even hourly. That’s the thing about crisis work, there is no “standard” day and as with any kind of trauma, no two cases are the same. What I found to be most effective when someone asked about Victim Advocacy was to tell a story. The following is just one example of the many services Victim Advocates provide.

The phone rang at 2:00am and the nurse on the other end told me that there was a young woman in the emergency room that had been sexually assaulted by a close friend. Within 30 minutes, I was at the hospital with a handful of resources and bag of clothes. Often, when a victim is sexually assaulted, their clothing is taken as evidence. One of our most important responsibilities was to have bags of clothes, organized by size, in the trunk of our car so that this wasn’t something the victim ever had to think about.

I walked into the hospital room, put all of my things down and sat down beside the bed. I asked the young woman in front of me what her name was and then introduced myself. I explained that I was a Victim Advocate, and that my main goal was to be a support for her. I was not there to investigate her story, treat her medically, give her advice, or even ask questions. I was there to advocate for her in whatever way was needed. She didn’t feel like talking so I asked her if it would be helpful if I explained to her what was going to happen over the next several hours. She nodded silently. I watched her listen intently as I explained in detail the process of the forensic exam, an extremely thorough exam to collect any DNA evidence or other evidence that may be on her body. I explained that the process is invasive, takes a long time, may be uncomfortable or painful, and that she has the right to refuse any part of it. I then explained that after the exam, two detectives would come speak with her to get some information on the assault. I saw a look of panic on her face when I mentioned this so to calm her fears, I assured her that this interview was only to get any initial information she was willing to provide.

This interview was not intended to be a thorough questioning and there should be room for confusion and uncertainty. If she needed to take a break or stop altogether, I would help her communicate that. As an advocate, one of my more difficult roles was to educate other professionals about the effects of trauma on the brain, how to talk to sexual assault victims, and what these individuals needed in that moment. Oftentimes, what they needed most was to be allowed to take time to process the trauma without trying to remember all the details in the moment.

During the forensic exam, my job included anything from telling stories to break the tension, holding a hand, providing words of encouragement, or simply acknowledging the difficulty of the situation. When her exam was complete, I brought Rose (not her real name) some water and food and stepped outside the room so she could change back into her clothes. When I went back into the room, I offered some resources, sat with her through the interview with the detectives, made sure that she had a safe place to stay for the night, and stayed with her until she was discharged from the Emergency Room. Every victim that I responded to left with our crisis line phone number and my office number and were encouraged to call at any time of the day or night.

The next morning, Rose called my office and asked me what was going to happen with her case since she had made a police report. I assured her that I would follow up with the police, get a copy of the police report, and keep her updated on the process. In the months that followed, I walked Rose through the process of obtaining a protective order against the perpetrator, accompanied her to court proceedings, connected her to mental health services, and transported her to and from medical appointments.

When Rose’s case was dismissed because there was not enough physical evidence, the lead detective and I sat down with Rose and explained this to her. The detective explained the situation and patiently answered all of Rose’s questions. We then offered some additional options and talked about the next steps. This outcome happens often and can be completely devastating for a victim, making it so important for the Victim Advocate to continue to offer support. Rose struggled with the dismissal of her case but remained engaged in therapy and attended many support group sessions offered by the Rape Crisis Center. Eventually, she transitioned to only therapy and continued to make great strides in healing from this traumatic event.

Because sexual assault trauma has impacts on every part of a person’s life, the response should attempt to address the person as a whole, not just one part. The main goal of Victim Advocacy is to provide a victim-centered, holistic approach and to make sure that everyone feels heard, understood, and informed. While healing from the trauma of a sexual assault is a lifelong process, this kind of support can start a victim off on the best foot possible for that journey.

## Child Welfare Case Scenarios



Author: Madelyn Harvey, PhD.

ISBN # 978-1-947247-93-2

Recently reprinted by: Yorkshire Publishing

If you are a human services educator wanting to help students engage in critical thinking with respect to case scenarios, then this is the workbook to use. **Child Welfare Case Scenarios** is helpful as a tool for students working in groups or individually. Instructors can also use the book as a resource when helping students visualize scenarios they are likely to become involved in during their internships, or when they are actually working in the field as professionals. Regardless of the human services subject matter, the material in the workbook can be used to help students relate and develop critical thinking skills.

The book can be purchased from any one of the major retailers such as: Amazon, Barnes and Noble, Goodreads.com, etc.





## Silenced by Status: Sexual Violence Against Campesinas

Ashley Tabor

Like it or not, the lifeblood of the agricultural industry in the United States consists of migrant workers from Mexico and the America's, many of which are undocumented. According to information gathered by the Southern Poverty Law Center (SPLC), more than 60 percent of the agricultural labor force in the U.S. are unauthorized to be here, a figure that is likely much higher than what is being reported (SPLC, 2010). It is estimated that half of these workers are women (Human Rights Watch, 2012). There are numerous vulnerabilities that migrant laborers face due to their status, especially among the women, or *Campesinas* (farm laborers).

Like many other immigrants in the US, Latinas face the same issues that other Hispanic immigrants do. However, women also have to worry about being victimized. The threat of sexual violence is always lurking in the fields, like an ominous fog before sunrise. It is a source of constant worry and fear for Campesinas, many of whom are also victimized by the *Coyotes* (human smugglers) who help them cross the border as a form of payment for "safe passage." It is so commonplace that many women prepare for this by taking birth control before they begin the dangerous journey across the border.

Once unauthorized immigrants arrive in U.S. agricultural fields, they are forced to work in conditions comparable to slavery. In addition, sexual exploitation is a daily reality for many Campesinas. If they are unauthorized, they become very vulnerable to sexual violence and harassment at the hands of those with power in the workplace, such as supervisors and foremen. In several surveys, some have also reported that male field laborers also engage in harassment and violence against them as they see how easy it is to get away with (Human Rights Watch, 2012). With this imbalance of power, the women are silenced and it is very easy for the abusers to get away with their crimes. Due to their lack of power, both documented and undocumented workers remain trapped in a climate of discrimination and violence that is becoming more emboldened with each passing day.

According to a report published by the SPLC, 77 percent of Latina women reported that sexual violence is a major problem in the workplace (SPLC, 2009). Nearly every worker interviewed for a Human Rights Watch report on the issue stated that they had either been a victim of sexual abuse in the workplace or knew of someone who had been (Human Rights Watch, 2012). Countless stories from women who had the courage to speak up against these abuses help us to gain a deeper understanding of the problems they face. A common theme across all of their experiences involves the supervisor or owner who use immigration status against them to coerce sexual favors if the women want to keep their jobs, receive their paycheck, or not be deported (SPLC, 2009). If they refuse, then it is likely they will be raped.

Even those who have spoken out rarely see justice served to their perpetrators. These women, the same women who virtually feed an entire country by toiling in the fields, are ignored, humiliated, and traumatized with little to no access to social services, legal protections, or knowledge of what little protections do exist for them. This is only exacerbated in states from the southern US where there are weak labor protections for workers in general. In addition, Campesinas struggle to seek out existing legal and trauma services they need due to issues such as language barriers and access to transportation.

To date, there have been several case studies conducted on sexual violence against Latinas in U.S. agricultural work, but the extent of these studies has been limited to California, with the exception of a couple Mid-Western states such as Iowa. In the South, where a large agricultural industry reigns, there seem to be very few extensive studies outlining the scope of the problem. It is in my interest to connect with others who feel as concerned and outraged as I do about this issue so that together we can come to understand how big, or hopefully small, the problem of sexual violence against Campesinas is here. It is also in my interest to connect with those who can help expand access to and quality and quantity of appropriate services for this population. Our society, for the most part, views rape as a very serious issue. But it does not seem to take this type of rape into consideration because this population has been made invisible. What happens to these women is typically not even on the radar of discourse. It is time to change that, to uplift these women, and to break the cycle of silence and neglect.

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## Elder Abuse: Looks Mean Nothing

Lamanda Weston

There are many occasions where an older adult has influenced my life. Citizens who are 60 or over are considered seniors or elderly, but I see them as grandmother, neighbor, or friend. In my job as a Family and Consumer Sciences Extension agent, I work and interact with people from all walks of life. The audience I interact and hope to better their lives for the most part are the 60 and over population. The university who sponsors the extension office sees the need to serve this audience through offering educational programs, helping them know what resources are available even from other organizations. I have seen the Greene county community come together to help their neighbors, friends, and church members. I have also seen the other side where the elderly is mistreated or abused.

I have had several friends and co-workers ask me why does senior care upset me so much? I then turn around and say why are you not upset? Every family has senior members, every restaurant you eat in, every store you go to there is a good chance you will be around an elderly person. I work with them in my role as an Extension agent in areas of money management, insurance, and nutrition and food safety, but I cannot be there to help them avoid scams or people who want to take advantage of their age and circumstances.

Ms. Pearl is a 78-year-old woman with salt and pepper hair, fair skin, and more spunk than one could imagine someone in their 70s having and quite knowledgeable about the world. I had always known this particular group were targets for wrongdoings and mistreatment, but I had never had a personal connection to anyone in that situation. I had worked with Ms. Pearl's church for the last two years doing educational programs and in that time had grown very close to her and other members. One day after we wrapped up our program on breast and cervical cancer screenings, Ms. Pearl pulled me to the side and asked if she could speak with me about a problem. I, of course, said yes. She told me she had a problem with her bank account and wondered if I could help her figure out what was happening. I then asked her what was the problem and she said, "Well, every time I put my check in the bank, the next day there is \$200.00 dollars missing." I asked how long has this been happening and she said for the past three months.

Now, my first thought was three months! Why in the world would someone wait so long to figure out was going on? She continued and told me the money comes up missing the same time every month and it's never more or less than \$200. Her story went on for a little longer and once she stopped and asked for my opinion, I told her, "Ms. Pearl, I believe someone is stealing your bank information." She did not think that was the case. She had talked to the bank and they had cleared things on their end, so she believed it was a bill collector claiming their overdue payments, which was not the case. Well, the conversation with Ms. Pearl ended with me trying to give her advice and her still in denial about her situation. I did not see Ms. Pearl for another two weeks at which time I got the details about her missing money. Ms. Pearl had trouble with some pipes inside her home for months and had saved enough money to have plumbers come out and fix the issue. She described the plumbers as well dressed in khaki pants and polo shirts and very respectful of her home and things. She felt good about her decision.

As it turned out, the two men that owned and ran the plumbing company were filing for bankruptcy and had lost their plumbing license; this was unknown to Ms. Pearl. Ms. Pearl also didn't know that those same two men had stolen checks from her when she was not paying attention. They had been working at her home months under false pretenses and stealing her money at the same time. After a full investigation, it was discovered they had taken advantage of three other seniors in the same neighborhood. If it had not been for Ms. Pearl coming forward and reporting them, the other three victims would have never known and this mistreatment would have continued.

Senior abuse comes in many forms, and as Ms. Pearl's story tell us, it can be wrapped in a nice little package. Ms. Pearl was a victim of financial abuse. She saw them in nice clothing and saying and doing all the right things so why would she think badly of them? Why are the elderly targets for this kind of mistreatment? Persons over the age of 50 control over 70% of the nation's wealth (National Committee for the Prevention of Elder Abuse [NCPEA], n.d.). There are other ways the elderly can be abused or neglected--not just financially. If there are caregivers in charge of seniors' daily needs, are we sure they are being treated with dignity and respect? Perpetrators may be paid attendants, family members, employees of long term care facilities, or other caregivers who lack adequate skills, training, time, or energy. Also, caregivers could be people who are mentally ill, have alcohol or substance abuse, or have other mental health problems.

By law in Tennessee, everyone is a mandatory reporter. If you think an older adult is being abused, you are required to tell someone. (TN Commission on Aging and Disability, 2015.). There are several agencies that can help in situations where elderly abuse is suspected. We have a Family Justice Center that serves the tri- cities area out of Knoxville, and we have Adult Protection Services (APS) hotline that can be accessed at any time and is anonymous. There should be no reason this population lives in fear or lack of discernment because the general public believes it does not affect them or simply do not want to be bothered. There needs to be a better system in place so people like Ms. Pearl are not taken advantage of again. We all will be in this age group one day and knowing we did our part now will make it more secure for future generations.

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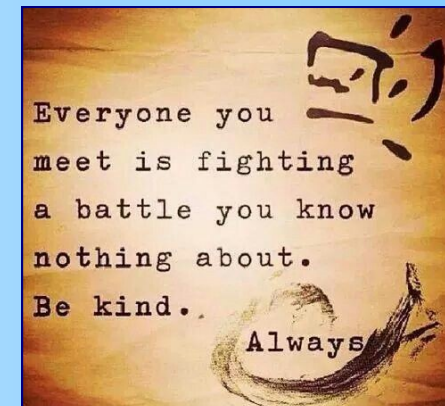
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### Boomers

Steve Cockerham

A chirping, trilling sound often echoes across the Unaka Mountains where I live and comes from a red squirrel, a smaller cousin to the grey squirrel commonly known. It is colloquially called a "boomer" because they can be heard from quite a distance. Of course, boomers also refer to the generation that proliferated after WWII, the baby boomers. The reason for mentioning this is because researchers in human development need a new stage for this generation, now and in the future. We currently refer to broad age spans as children, teenagers, adults, and elders.

The problem, if one can call it that, is that the stages of life we have so long considered are now being challenged by a transformation in longevity. Even the human lifespan is increasing, once seemingly fixed around 90 years of age, having now been determined at close to 100. Some gerontologists think that by 2050, those living beyond the traditional lifespan will expand over fifteen times the rate of all others. Now, we have so many living so much longer that the old-old are qualitatively different from the young old. We need a new name for those who thrive between 65 and 85. Just right now, I cannot come up with anything better than boomers. I hope you can help derive a better descriptor.



Continued on next page...



As a member of this new age-stage, it is delightful to know that there is only a 2% chance of dying this year. Living a long life was not always this assured. Today, 90% of people live to age 65 and mostly in good health, at least in wealthier countries. A hundred years ago, even in more developed countries, life expectancy was in the 40s. Now, it greatly exceeds that. Much of the increase initially was due to public health initiatives in hygiene, vaccines, and antibiotics. Now, medical advances such as organ replacement and regenerative medicine are extending life. Access to better nutrition, Obamacare, wellness resources, fewer wars, lower crime, and technology contributes to longer, healthier lives. Retirement has never looked better.

The problem is not just us boomers. The issue is that there are less young people to take care of this expanding number of elders. The burden of old age is taking on new meaning. Our system of dealing with growing old is based on retiring at age 65. The old-age dependency ratio is increasing. The ratio of people aged 65 or over to those ages 15 to 64 is anticipated to change from 13% to 38% as noted in the Economist (2017). In wealthy countries, the percent of GDP for elder healthcare and pensions will rise to twenty-five percent, a staggering cost. The question is what kind of burden will this put onto younger generations.

How to deal with this? A fascinating question and one with manifold, differing possible answers. One response to simply extend the expected age of retirement, i.e., make or encourage people to work longer. Is this elder abuse, penalizing them for taking better care of themselves and for helping to make the world a safer, healthier place? Or, would this lessen the number of jobs available in a particular country, increasing the difficulty for younger adults to find work? People over 60 tend to accumulate resources. When will they spend all those savings? If working and continuing to save, to what extent will that dampen economic activity?

When grading assignments from my students, I occasionally read papers from students who want to work in human services with elders. I compliment them profusely and avidly encourage them to take care of me in my (hopefully distant) infirmity. Yet, we are hearing more and more about robots and artificial intelligence. True, there may be much to fear; however, I wonder if the next iteration of technology will make caring for those older much easier. Or, will the loss of jobs in general provide youth with little to do but cause trouble? Why go to school if there is no reason to work...I do hope that this potentially double-edged sword will not swing around and take off our collective heads.

Retirement can be a challenge to people. Having nothing to do all day is fun on vacation and holidays. How long does it take to become bored? Many retirees struggle with this and find part time jobs to make life interesting. Not everyone wants to go on cruises and ride buses to historical sites. The gig economy, something more and more enticing to the younger, may be the saving grace for elders. Boomers are documented to be vastly more entrepreneurial than young adults nowadays (Kaufman Foundation). This is an asset yet the productivity of elders is contentious. They tend to be less so in physical jobs but quite competitive in community roles. Elders are slower but less likely to make mistakes than younger workers. Their social skills are better, which might be an advantageous when robots rule the roost. Elders take on a huge responsibility in caring for children and volunteering in general. This is not generally computed in measures of financial contribution yet totals to a remarkable amount.

In the 1940s, the concept of the teenager was conceived. The postwar economics enabled a generation to accept and spend money to a degree never before seen. The post-modern age has now brought about a new generation with the potential to contribute substantially to the new economy, however that unfolds. Does this mean, as some project, the potential for most humans to live their lives as in permanent retirement, when machines do all the work? Do elders now have a responsibility to help usher development into an era as unexpected as once was the advent of planes, trains, and automobiles or computers and smart phones? Or, will this age group become an increasing burden to society? Will we fade into the sunset or be set out on a melting iceberg? Or, will we become truly generative, gaining integrity as we lead people into their future? The time is ripe for a new stage. Let's hope the developmental conflict is not us vs them but caring vs taking, example vs decline. The marvel in human existence of an entire new age/stage in being alive is too incredible to waste. That sound you hear in the distance – a boom – is me, celebrating my next rite of passage.

## Human Trafficking: How It Happens, To Whom It Happens, and How To Prevent It

Taylor Rice

When Mei Ling was offered four times the pay she was making in rural China to do domestic house cleaning for suburban families in the US, she was ecstatic. She immediately accepted the position, leaving her home to pursue a job in America. However, when she arrived to work, she was told that she wouldn't be cleaning at all, but providing massages and sexual favors to customers. The money that she and three other women made went directly to their captor. Her abuser threatened her with deportation to keep her from speaking to the police or family members (Polarisproject.org, 2017).

This is a common narrative to those who are familiar to the human trafficking epidemic; however, there are several different types of sex trafficking, not just immigrants who have been offered a lucrative job position. There are pornographic forms of sexual slavery, which is a broad spectrum of selling or sharing of victims who are forced into sexual servitude. These victims are often children and girls. Victims of pornographic servitude are mostly US citizens, and while this kind of slavery normally features women, men have a four times higher risk of being subjected to this kind of trafficking than any other form of sexual slavery (Polaris, 2017). Drugs are also a common component used to keep victims reliant on an abuser. When a person needs a certain drug to operate or survive, they will do almost anything to get to the fix they need.

There is a common misconception that the United States has little or no sex trafficking incidents, however, LGBTQIA+ individuals and nonwhite American women are at a high risk of forced outdoor solicitation (Polaris, 2017). In fact, looking at the number of victims reported to the Polaris Project in 2016 alone, 2,190 victims were US citizens while only 1,726 were foreign immigrants.

For many, human trafficking is a remote issue that has no impact on their daily lives. What's more is that most people feel they have no way that they can implement preventing human trafficking into their day-to-day life without dedicating their careers to the issue. Thankfully, there are a few things that everyone can do to help with this epidemic.

The first priority in helping victims of human sex trafficking is being able to notice the signs of trafficking and knowing who to call if one suspects someone is a victim. Common traits of a victim of human trafficking are appearing malnourished, physical injuries or bruises that differ in stages of healing, avoidance of authority figures or any social interaction (normally in fear of repercussions from abuser), lack of personal possessions, travelling with an older male or checking into different motels regularly, or not being allowed to go into public places alone or speak to strangers (United States Department of State, 2017). If you suspect that someone is a victim of human trafficking, you can either call 911 or the National Human Trafficking Hotline at 1-888-373-7888.

Another way that everyone can reduce human trafficking is by being a conscientious consumer. One way to be a conscientious consumer is to not purchase illegal sexual favors from people except in countries where it is legal. Countries with legalized prostitution have a larger support system in place for sex workers, such as the International Union of Sex workers, and are significantly less likely to have their wages stolen from them by a pimp. You can also track how much slave labor you employ at slaveryfootprint.org. This website gauges your dietary habits, modes of transportation, and jewelry items you buy to calculate how many slaves you use regularly. The unfortunate truth is that almost everyone uses slave labor when they buy certain products, but you can prevent using unethical labor by researching companies before you buy from them (United States Department of State, 2017).

Businesses can assist in the cause by offering jobs to victims of trafficking, so that they won't have to return to their old way of life. Colleges and universities often have organizations where they raise awareness about human trafficking and volunteer at local agencies to combat slavery. If you're not a student, volunteer options are still available. You can visit the U.S. Department of State at <https://www.state.gov/j/tip/id/help/> to be referred to local volunteer options near you.

### References

Polaris. (2017). Retrieved from ThePolarisProject.org.

U.S. Department of State. (2017). Retrieved from 15 ways you can help fight human trafficking.



## New England Organization for Human Services

**COMMITTED TO ACHIEVING CHANGE**

We are excited to begin planning this year's NEOHS conference after a very successful 2017 conference hosted by Fitchburg State University. The 2018 NEOHS conference will be held in April at Albertus Magnus College in New Haven, Connecticut. I am also happy to announce the 2017-2018 NEOHS Board Members, which includes Nicole Kras (President), Sherri Bernier (Immediate Past President), Carol Nelson, (Vice-President), Alan Rosenberg (Treasurer), Dennis Martino, (Secretary), Carol Huckaby (Membership), Mary Digiovanni, Megan Krell, Greg Austin, Cheryl Braxton, Ragaa Mazen, Annie George, Karen Carney, Sarah Perrotti, Elise Hamblett and Eden Shaveet. Thank you for volunteering your time to the organization!

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### About NEOHS

NEOHS is a 501(c)(3) nonprofit organization for human services educators, practitioners, and students in New England. It was founded on June 6, 1980, as the New England Organization of Human Services Education but was renamed the New England Organization for Human Services in 2009 as a way to be more inclusive. The goals of the organization are to provide a place for educators, students, and professionals to communicate and learn about human services research, standards for human services education and practice, career development, and social change.

### Become a NEOHS member

NEOHS encourages students, educators, community activists, legislators, and human services practitioners to become members of the organization. We also invite educational institutions, for-profit and nonprofit human services agencies to join our organization. To become a member of NEOHS, go to <https://neofhs.wildapricot.org/>

New England Organization for Human Services  
 1 Riverside Drive, Hartford CT 06118  
 Web Address: [www.neofhs.wildapricot.org](http://www.neofhs.wildapricot.org)



## Southern Organization for Human Services Regional Conference

**2018 SOHS Conference**  
**To be held at the Carnegie Hotel**  
**on the campus of East Tennessee State University April 3 - 6, 2018**  
**Johnson City, TN**



### Hotel Reservations

- SOHS Conference Rate = \$109 per night
- You must call the hotel to get the conference rate on reservations.
- Toll Free Number: 866-757-8277 --- Local Number: 423-979-6400

### Call for Proposals

**THEME: *Reaching New Heights: Developing Skills in the East Tennessee Mountains***

In keeping with the conference theme this year, we are issuing a **Call For Proposals** which focus on building the skills of our human services practitioners. The audience will include students, faculty, practitioners - *all interested in learning what you do and how you do it.*

Submissions may focus on interventions, skills, and exercises that can be applied generally or for work with specific groups.

Proposals accepted for posters, presentations of various lengths, and workshops.

**Proposals must be submitted by 11/30/2017 for consideration.**

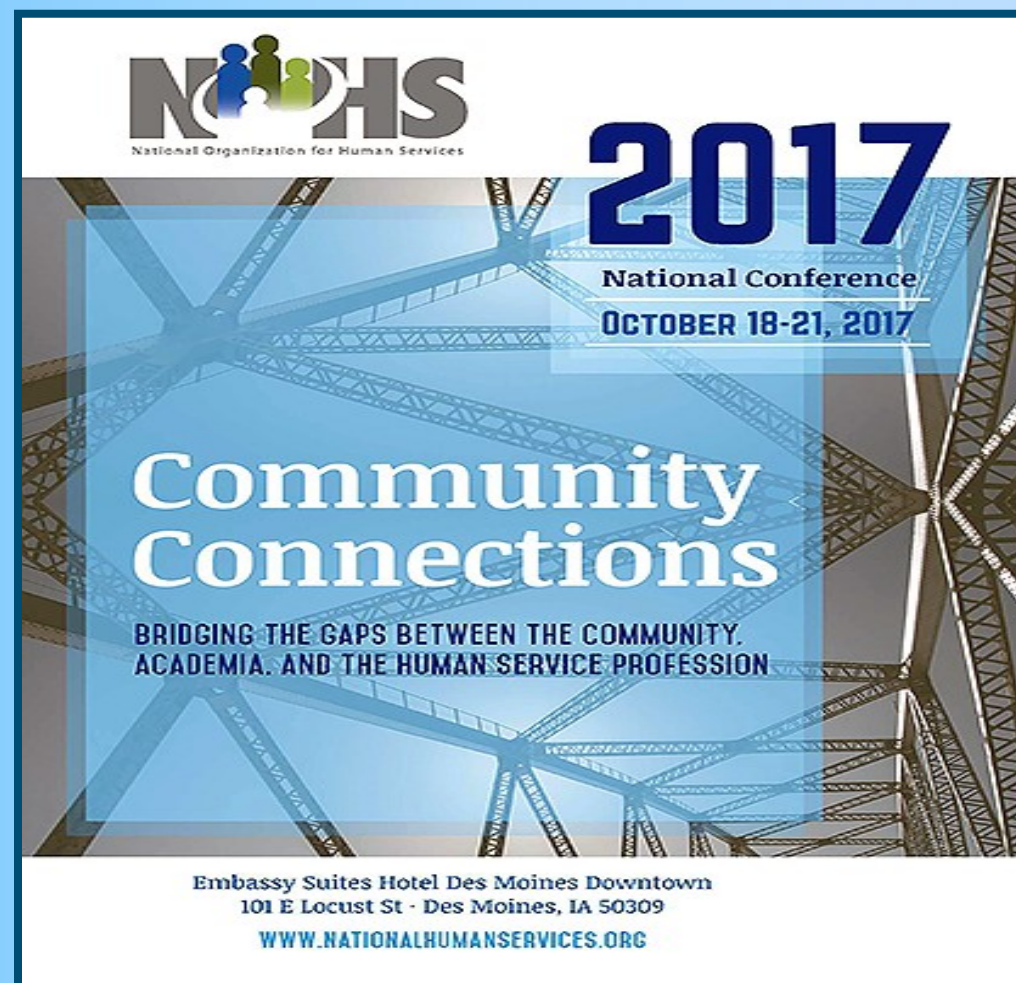
**We look forward to seeing you in April!**





**Community Connections  
Bridging the Gaps Between the Community, Academia,  
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The 2017 National Organization for Human Services conference will be held in Des Moines, Iowa, October 18-21



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<https://www.catchdesmoines.com/things-to-do/top-things-to-do/>







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## Contact Us!

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Contributions and comments may be  
submitted to [cockerha@etsu.edu](mailto:cockerha@etsu.edu)

**We welcome your  
articles and your input!**



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