

## Best Advice for Getting Started

### Do

- Reflect on your own work history and practice. Exploitation can happen to anyone.
- Trust is key. Use the SoE tool with someone you already have a relationship with.
- Use the guiding questions to reflect on what you are hearing in a story (not as a checklist).
- Listen for the ways that systemic inequities show up in people's lives.
- Develop a list of resources in your community so that you can make referrals when the issues involve labour standards, human rights and/or criminal code.
- Learn about and support the Decent Work movement.

### Don't

- Don't use the SoE with people who are in crisis.
- Don't use the tool to screen people in or out of a program.
- Don't use the SoE to tell someone they are being trafficked.

## Use the guiding questions to explore 3 areas of exploitation:

Work Conditions

Work Interactions

Choice

## Everyone has the right to decent work.

### Practice: Trauma -and Violence- Informed Principles

1. Understand trauma and violence, and their impacts on peoples' lives and behaviours



It is not just an individual issue, listen for systemic inequities

2. Create cultural safety, emotionally and physically safe environments



Address power imbalances

3. Foster opportunities for choice, collaboration, and connection



Take the time  
Be present

4. Provide a strengths-based and capacity-building approach



Reflect back to the person  
the strength you see

### Understanding the Choice Biography as the range of choices a person has:

You →

Ground yourself:  
Consider the privileges  
that widen your choice  
biography



← Other People

Explore with another  
how to increase their  
choice biography