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Campos Seguros in Santa Cruz County

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### **Abstract**

Monarch Services is a non-profit organization within Santa Cruz county. The agency provides services for domestic violence, sexual assault, and human trafficking. Campos Seguros focuses on providing resources and advocacy to vulnerable populations, specifically Campesinos (farmworkers). Violence and abuse perpetrated against farm workers is an issue that demands more public attention and advocacy. Campesinos are highly vulnerable because of different contributing factors, these include immigration status, work uncertainty, and language barriers. Consequences include trauma, lack of reporting, and vulnerability to labor trafficking. Sexual abuse is highly prevalent within the agricultural realm; many employers can take advantage of Campesino's vulnerable position. Many employers within the agricultural field enact quid pro quo scenarios where they impose themselves on farmworkers who lack access to other job opportunities, live in farm worker housing, and aren't legally residing in the United States (Sexual Violence Against Farmworkers, 2008). The objective of this capstone project is to reinstitute a pre-existing program at Monarch Services that focused on providing resources and assistance to Campesinos experiencing domestic violence, sexual assault, and human trafficking. Throughout the work with Campos Seguros, some findings that surfaced include the challenges of getting out into farms and connecting with Campesinos, especially during a pandemic. Certain recommendations to further this project include building connections around the county from different agencies and institutions. This initiative is also a goal best suited for a team of advocates, incorporating more personnel onto this program will strengthen the outcomes.

*Keywords:* Campos Seguros, Campesinos, domestic violence, sexual assault, Monarch Services

## **Agency & Communities Served**

Monarch Services is a non-profit organization that strongly focuses on the well-being of the Santa Cruz County community. They specifically focus on domestic violence, sexual assault, and human trafficking. This organization's mission is to help individuals live lives free from violence and abuse (Monarch Services, 2020). This instrumental agency consistently aims for this mission as they work to empower individuals, and the community to take action against violence and abuse (Monarch Services, 2020). Monarch Services was founded in 1977 through the hard work of volunteers that secured a grant that allowed them to open a safe house/shelter, referred to as the Mariposa House (Monarch Services, 2020). In 1987, Monarch Services became one of the first Rape Crisis Centers to be funded in California; this was crucial to the development and implementation of one of the first Sexual Assault Response Teams in the nation (Monarch Services, 2020). Through the various essential programs within the agency, this non-profit relentlessly educates, provides direct services, as well as refers clients to other organizations. In order to provide holistic resources, the agency encapsulates specific programs for children and youth, a shelter program that includes motel vouchering, a legal services program, a prevention program that works to prevent violence and abuse, as well as a crisis intervention program. The prevention program provides community outreach as well as education. Working with schools, other agencies, and community events to help avert violence and abuse as well as help youth unlearn negative behaviors (Monarch Services, 2020). Alongside these programs and resources stand the 24-hour crisis and support line. This support line grants all-day access to callers; callers can call in to seek resources, vent, ask questions, and make appointments with an assigned individual.

Monarch Services has an unyielding commitment to the county of Santa Cruz, aiming to serve everyone in the community. There is a special commitment to women, children, youth, Latinas, and other underserved groups in the community (Monarch Services, 2020). The agency works with individuals within the community while embracing cultural humility. Every individual and family coming into the agency have their own unique stories and experiences; every case coming in gets handled according to their specific situation. Cases also get handled with dignity and respect (Monarch Services, 2020). Conveyed on the Monarch Services 2020 Annual Report, a total of 23,327 services were accounted for (Monarch Services, 2020). A total of 1,132 domestic clients were served as well as 520 sexual assault clients (Monarch Services, 2020). Along with these services, there were a total of 4,110 shelter bed nights, 1,793 crisis and support line calls, and 98 child individual counseling sessions (Monarch Services, 2020).

### **Problem Description**

Violence and abuse amongst underrepresented groups is a crucial issue that demands more public attention and assistance. Farmworkers, specifically female agricultural workers, are some of the most vulnerable to sexual violence and assault (Soriano, 2020). Various contributing factors can be attributed to the high levels of sexual assaults amongst farmworkers. Some of these include vulnerability due to legal status, work uncertainty, and language. Unfortunately, these contributing factors can lead to serious consequences within this demographic. Some of these consequences include unreported sexual assault cases, lack of public awareness/ assistance, and traumatic experiences amongst survivors of sexual assault.

## Contributing Factors

### Legal Status

Undocumented farmworkers make up over 50% of the agricultural labor force in California (California Research Bureau, 2013). Most of these individuals immigrated from Mexico, specifically from the following states: Colima, Guanajuato, Jalisco, Michoacan, Oaxaca, and Chiapas (California Research Bureau, 2013). A great percentage of the farmworkers coming in from southern countries are looking for jobs and a better future for their families. The exact numbers can be difficult to measure because many farmworkers may not participate in the census and other data objectives out of fear. It is estimated that the vast majority of farmworkers are undocumented immigrants (Jordan, 2020). Many undocumented workers are vulnerable to different forms of oppression as well as harassment and abuse. The lack of documentation is a common factor that can, unfortunately, play an immense role in whether individuals report abuse and mistreatment. The abuser who is often a non-intimate partner but a supervisor, coworker, or acquaintance can take advantage of this vulnerability. These perpetrators commonly choose vulnerable victims who are less likely to report the abuse (Sexual Violence Against Farmworkers, 2008). The fear of deportation, of losing their families, of losing everything they have been working for lingers in the back of their minds. Human Rights Watch ran over 150 interviews with farmworkers, growers, service providers, and agricultural experts in eight states, and the grand majority reported a high percentage of sexual violence (Human Rights Watch, 2012). Undocumented farmworkers face systemic barriers that lead them to feel as if they can't defend themselves against these types of abuses (Human Rights Watch, 2012).

## **Work Uncertainty**

Undocumented individuals depend heavily on agricultural workplaces, they are some of the few job options they can select. Under federal law, an undocumented immigrant cannot participate in federal work-study, find a job through a U.S. employer, hold a paid internship, and cannot become an independent contractor (Cervo, 2018). The Department of Homeland Security does not grant authorization to work in the United States in any capacity to undocumented workers (Cervo, 2018). This means that U.S. Employers are required to verify the work authorization of all hires (Cervo, 2018). The US Census of Agriculture conveyed how out of 482,186 farms depicted, 38,784 farms admitted to hiring immigrants (Arcury, et al., 2010). Although this record doesn't seem to depict the actual number of farms hiring immigrant workers, a substantial amount of farms admitted employment. Immigrants coming into the country looking to better their lives or the lives of their families take jobs that don't often require valid social security numbers or don't question their legal status. Many of these jobs are low paying, constantly expose them to hazards, and can leave them vulnerable to employer misconduct, including sexual violence. Employers within the agricultural realm may also enact quid pro quo scenarios where they impose themselves on individuals who lack access to other job opportunities in order to gain employment (Sexual Violence Against Farmworkers, 2008). Some of the agricultural work environments can also include isolated areas that can leave many powerless from an attack. Some environments may require them to depend on others for transportation, as well as live in shared housing with strangers (Sexual Violence Against Farmworkers, 2008). In order to maintain some form of economic security, immigrant farmworkers endure abusive work environments and don't report this abuse because they don't



want to lose their jobs and have shaky stability. Poverty amongst farmworkers is rampant, reporting abuse is often not even a slight option for immigrant farmworkers.

### **Language Barriers/Education**

Education as well as language are crucial factors that can leave farmworkers vulnerable to sexual violence. The National Agricultural Workers Survey (NAWS) depicted that almost 60% of foreign-born farmworkers don't speak or read any English and only 35% speak some English (Sexual Violence Against Farmworkers, 2008). Low English fluency can play a major part in the lack of sexual violence reporting amongst agricultural workers. Finding interpreters that are fluent in these specific languages can prove to be very difficult, and learning a new language while working long hours and taking care of a family is often not plausible for farm workers. In order to seek help from different service providers, farmworkers would need an interpreter to advocate for them when they feel ready to report. There are also growing numbers of indigenous agricultural workers that often don't speak Spanish or English; many are fluent in Mixteco, Zapoteco, Triqui, Mam, and other indigenous languages (Sexual Violence Against Farmworkers, 2008). Agricultural workers may also not be able to understand certain rights that are offered to them as farm workers because of language barriers as well as educational attainment. The NAWS reported that on average, the highest grade level amongst farmworkers was seventh grade (Sexual Violence Against Farmworkers, 2008). Also, only five percent of farmworkers reported completing some education beyond high school. The low level of education attainment amongst farmworkers increases their vulnerability. Perpetrators of sexual violence in this realm constantly feel in control of immigrant farmworkers, confident that the workers don't have the knowledge or education background necessary to report or seek services.

## Consequences

### Trauma

Farmworkers, specifically undocumented women that work within the agricultural realm are some of the most vulnerable groups. Sexual violence has a saddening presence in the lives of many of these farm workers. According to the Rape, Abuse, & Incest National Network (RAINN), some of the consequences that can arise from being a survivor of sexual violence include depression, flashbacks, and post-traumatic stress disorder (2022). Depression is a common reaction, leaving individuals hopeless, with a lack of interest, and feelings of despair (Loyola University Maryland, 2022). Flashbacks are also very common amongst survivors; often reliving the traumatic experience. Flashbacks have been described as feeling as if the assault is occurring again, very vivid and intense (Loyola University Maryland, 2022). Survivors of sexual assault may also experience severe fear and anxiety. Even long after the assault, they may continue to experience anxiety and be triggered by daily circumstances that remind them of the assault (Loyola University Maryland, 2022). Some common documented features that can be triggering include body build, facial hair, attire, and even similar skin color in others. Specific areas can be often avoided by the survivor as well as certain smells, situations, and settings. Depression, fear, anxiety, and flashbacks often make it very difficult for a sexual violence survivor to focus and feel in control. In fact, many survivors have reported that they feel as if they lack control of their lives after assaults. The action of being forced against their will and the feeling of powerlessness lingers after the incident. Taking some time off of work is not often possible for farmworkers, many have to go back to work and face the individual that assaulted them. They have to relive the assault every time they see the individual and feel as if they have

no power over their lives. This trauma can have dramatic influences on their everyday lives, for example, the way they raise their children, develop relationships, connect with others, and make everyday decisions.

### **Lack of Reporting**

Even though it has been documented and elaborated on, sexual violence amongst farmworkers doesn't get the necessary attention. Various initiatives and organizations have been enacted that provide aid to farm workers. Unfortunately, the lack of reporting can minimize this important issue. Whether it is groping, exhibitionism or systemic rape, many of these cases are often not brought up to law enforcement or employer because there is the fear of deportation, job loss, and financial instability. A majority of these violent and abusive cases go unseen and unheard of, exacerbating the sexual epidemic, as well as allowing perpetrators to continue abusive behavior. Rosalinda Guillen, a farmworkers' rights activist with a focus on the sexual assault of agricultural workers conveys that there is a big retaliation backlash when women report sexual violence (NPR, 2017). Retaliations are most often seen in larger agricultural corporate farms, threatening to fire those that report, knowing that most workers in their company can't afford to lose their jobs and that there are few job opportunities for them (NPR, 2017). Guillen mentions that without the reporting and the abusers being held responsible for their actions, initiatives and efforts will be futile (2017). It is estimated that less than 30% of those experiencing sexual harassment or assault within the agricultural realm report such cases (Soriano, 2020). These low numbers can, unfortunately, affect the prosecution of the perpetrators. From 1998 to 2013, the Equal Employment Opportunity Commission (EEOC) only filed 41 cases in federal court regarding sexual assault within agricultural operations (Soriano,

2020). None of the perpetrators accused of these actions of crime wound up in criminal court (Soriano, 2020).

### **Vulnerability/Labor-Trafficking**

The legal status, work uncertainty, and language barriers farmworkers face leave them incredibly vulnerable to violence and abuse. Their legal status can unfortunately be a strong determinant of reporting. A brutal consequence that derives from farmworkers' vulnerability is labor trafficking. Many immigrants are lured into the U.S. with promises of jobs and housing only to be forced into servitude. Legal temporary visas called H-2A have been notoriously utilized to oppress incoming immigrant workers (Polaris, 2021). Many of these recruited workers are forced to stay in jobs where work conditions are poor and oftentimes wages are withheld. Farmworkers may also be forced to work in isolated areas where they are cut off from other human interactions (Polaris, 2021). A common threat to keep this population vulnerable and oppressed is deportation, along with the control of their passport and other important documents. The worker's unstable immigration status allows traffickers to enforce illegal working hours and conditions without threat of reporting.

#### **Problem Model:**

<b>Contributing Factors</b>	<b>Problem</b>	<b>Consequences</b>
Vulnerability because of legal status.	Violence and abuse amongst farmworkers is a crucial issue that demands more public attention and assistance.	Traumatic experiences for survivors of sexual assault.
Work uncertainty.		Lack of reporting.
Language barriers/education		Vulnerability to labor trafficking.

## **Capstone Project Description and Justification**

### **Capstone Project**

Santa Cruz County has a high population of immigrants, many of them undocumented. In order to prevent the serious consequences explained above, preventative measures need to take place. Monarch Services provides assistance and services to individuals without discrimination; legal status is not necessary unless deemed necessary to a client's case. If a farmworker of any legal status is being abused, harassed, and mistreated by an employer, coworker, husband, girlfriend, etc., they can seek services at Monarchs. Campos Seguros is a pre-existing program within Monarch Services that specifically focuses on providing resources, knowledge, and educative "platicas" (presentations) to Campesinos within Santa Cruz county. The proposed plan is to restore pieces of this program and educate agricultural workers on Monarch Services' resources, educate them on healthy relationships, and bring awareness to the vulnerability of this demographic. Presentations will take place during breaks within different fields, informing workers about agency services. The presentations will remain short but thorough and incentives (e.g., food, drinks, supplies) will be available. Monthly farmers market outreach will be available if individuals have any questions regarding services available to them out in the community. Along with the farmers' market, knock and talks will be implemented in several neighborhoods, specifically in south Santa Cruz county. This will further inform neighborhoods, specifically those known to house many Campesinos, about Monarch Services' resources. Finally, if there is interest and established participation, a bigger info session will take place. This info session would provide childcare as well as food. The session would talk about the options a farmworker has when it comes to domestic violence, sexual assault, and human trafficking, as well as how

they can be an ally to other vulnerable coworkers. Several tactics along with cultural humility will be utilized during the implementation of this initiative to guarantee that this vulnerable population is receiving the necessary information.

### **Project Purpose**

The objective of this capstone project is to prevent further violence and abuse to take place amongst the community's farmworkers. The project's purpose was to target the language barrier when it comes to reporting, seeking help, or seeking services. Unfortunately, there will be some limitations; as of now, we would only be able to provide bilingual assistance (Spanish and English). Common Indigenous languages like Mixteco or Zapoteco will currently not be available. Femicides and violence against women are alarmingly high in Latin America, a contributing factor is toxic masculinity. "Machismo" is a form of toxic masculinity prominently found in many LatinX men (Sáez, 2020). Many Campesinos are migrant workers under a work visa coming from Latin America, especially from Mexico (Jordan, 2020). Many are also children of LatinX parents looking to support themselves. While utilizing cultural humility, the objective of this initiative is to also help provide services and be a tool for the LatinX community, to be an agency they can rely on. Many Campesinos are terrified to seek help because of their legal status, losing their jobs, or jeopardizing their family structure. Campos Seguros will hopefully help provide safety and options to Campesinos. Along with basic services, Monarch Services also offers a program called Positive Solutions. This program works with past, current, or possible people who cause harm. These individuals are men who are self-referred or court-mandated to take classes to understand their violent and unhealthy behaviors. This program can be very beneficial for Campesinos who perhaps were raised in a culture that praises toxic masculinity

and “machismo”. Empowering vulnerable groups like Campesinos is what fuels this initiative and will be the main objective of this initiative.

### **Project Justification**

Prevention work is crucial when regarding violence and abuse; it’s important to create strategies that focus on vulnerable populations, in this case, farm workers. The Centers for Disease Control and Prevention (CDC) created a technical package that encompasses several protocols that can prevent and assist with sexual violence. The package is called STOP SV. The abbreviation represents Social norms, Teach, Opportunities, Protective, and Support Victims (CDC, 2022). Many of these preventative and supportive methods are currently utilized by Monarch Services. One of these strategies is teaching skills to prevent sexual violence. By spreading awareness to farmworkers on healthy relationships, red flags, sexual assault, and consent, the agency will be providing important tools that workers can use to educate themselves and others. The presentations, as well as brochures, will also convey who farmworkers that have experienced sexual assault, domestic violence, or human trafficking can call. The 24-hour crisis and support line will be available to assist them 24 hours a day, both in Spanish and English, free of charge, and completely confidential. The trained staff at Monarchs will then allocate these incoming cases towards the right program within the agency, as well as refer them to other community agencies that can also provide assistance. Creating protective environments is a second strategy. Monarch’s services advocates take a thorough 65-hour training that certifies them as peer counselors, giving them the resources necessary to actively listen to survivor stories and provide informed survivor-centered responses. A tertiary focus of the CDC’s preventative strategies includes supporting victims and survivors of sexual violence. Monarch Services

provides holistic services, this agency focuses on the entire family's well-being. The agency supports victims and survivors by providing shelter, case management, empowerment exercises, assisting with restraining orders, providing counseling, and various other resources. By providing these resources and support, the agency is not only aiding the adult but the entire family. If there are children involved they are also provided counseling which can subsequently alleviate trauma and help stop the intergenerational cycle of violence. Campos Seguros within the prevention program at Monarch Services will provide farmworkers with the information necessary for them to reach out for help, report, and to live a life free from violence and abuse.

### **Project Implementation**

Implementation of the Campos Seguros initiative began taking place mid-May and continued throughout the summer months of 2022. The length and capacity of the program was dependent on involvement, participation, and funding. If the program doesn't prove to be successful, it can be redrafted and further implemented using different strategies. This program is specific to one of Santa Cruz county's most vulnerable populations, constant outreach and advocacy are essential. The importance of these issues will help create the momentum necessary to advocate for Campesinos in the community. The first piece of implementation included gathering current resources from Monarch Services. There were existing source binders that proved to be very beneficial; because this was an existing program, there were various resources that were further utilized. So far, current and valuable Campos Seguros pamphlets have been located and were ready for printing. These resources included agency information as well as facts specific to healthy relationships and domestic abuse. There were several individuals who participated in Campos Seguros that currently still work at the agency. A meeting with these



individuals was conducted to gain further information regarding the program. This meeting was important because it included first-hand experience regarding this program initiative. After collecting important information from the agency and agency staff, a detailed but short speech was drafted. This speech was in Spanish and it specifically focused on agency services. After building rapport with Campesinos, other topics including healthy relationships, consent, and sexual assault will be elaborated on.

After utilizing and collecting pre-existing information and resources, as well as communicating about the program to current staff, it was time to start contacting different agriculture names in the community like Reiter and Cal Giant. Getting in contact and building connections with different staff allowed more access to different fields within our community. This action was taking place in person, through email, and through phone calls. During this process, different businesses were contacted to request donations. These donations consisted of water, chips, and snacks for the Campesinos. Community outreach efforts were utilized to connect with Campesinos at the Watsonville farmer's market every month as well as food distributions, tabling events, and community groups.. A more detailed implementation plan and timeline can be seen in the Scope of Work in Appendix A.

### **Assessment Plan**

To assess the process as well as the effectiveness of the proposed initiative, several practices took place after and throughout the process. One of the assessment marks included monitoring the increase in calls to the crisis and support line. The crisis and support line is accessible to anyone 24 hours a day, seven days a week. In the year 2020, a total of 1,793 crisis and support calls were answered, conveying an increase in needs (Monarch Services, 2020). The

direct calls to the agency's crisis and support line are documented and an annual record of agency services is reported. This annual report served as an excellent assessment plan when it came to the Campos Seguros initiative. An increase, decrease, or a steady number of calls helped assess whether Campesinos are utilizing this service mentioned during the "platicas" and the knock and talks. Along with the Monarch Services annual report of services, participation was also part of the assessment plan. During the "platicas", there were periods allocated for questions or participation. If participation and interest proved to be nonexistent or minor, then this was a clear indicator that changes need to take place. After every "platica", notes were taken, conveying how many individuals were present, how many questions were asked, how many showed obvious interest, and if anyone stayed behind to share their story. These markers of success were documented to further assess the success or needed improvement of the initiative. Every month, these notes including feedback, questions, participation, and interest were evaluated. Based on the results, different resources, strategies, and methods were discussed and subsequently implemented. If the initiative proved to be successful and participation was present, the info session would then be mentioned to create a further plan and surveys on possible topics of interest would be conducted. These surveys would specifically focus on what could be done to improve the initiative, what worked for them, and how Monarch Services can best keep assisting. Utilizing some of these different assessment methods strengthened Campos Seguros as well as provided a better understanding of methods of communication and outreach that work best within this vulnerable population.

**Expected Outcomes**

Based on the current initiative description, funds, and projected goals, positive expected outcomes are highly plausible. Campos Seguros is a pre-existing program that involved many

active Campesinos and their families. The previous support and success of the program is a factor that can help support the reinstatement of this initiative. The positive expected outcomes can look various ways. One of these includes heightened awareness amongst Campesinos regarding their rights. Standing legal status or not, Monarch services will be able to provide counseling, case management, safety planning, and if deemed necessary shelter, to any Campesino who is experiencing problems regarding domestic violence, sexual assault, or human trafficking. Another expected outcome is the knowledge of community resources. Monarch Services not only provides direct assistance but also refers its clients to different community agencies. For example, if a client needs legal assistance regarding their legal status, there would be a referral to Santa Cruz County Immigration. Or if a family that is experiencing domestic violence issues needs food assistance, there could be a referral to their local food bank. These and many other forms of referrals can prove to be very beneficial for individuals and families that are experiencing hardships. A tertiary expected outcome includes an increase in counseling and safety planning needs, especially for children and youth. During the “platicas”, Campesinos will talk about the different agency services, one being the Children and Youth program. Strong family cohesiveness and the well-being of children and youth are well-recognized values within the LatinX culture (Carteret, 2011). There is a strong emphasis on family; these close connections attribute to their identities and are viewed as crucial, especially during hardships (Carteret, 2011). It is expected that Campesinos who are parents or caretakers may seek out services for their children and adolescents at home.

## **Project Results**

Campos Seguros is a program that focuses on a demographic that is consistently marginalized, gaining momentum and support can prove to be difficult within similar initiatives. Getting into the fields was a major challenge, especially with certain Covid-19 protocols that were still in place. The process became lengthy and therefore the focus momentarily shifted in a different direction. The challenge of reaching Campesinos within the fields led to the initiative focusing on service providers within Santa Cruz county that specifically provide services to Campesinos. Constant phone calls, emails, text messages, and personal visits were conducted to different neighboring agencies. Some of these agencies consisted of La Manzana Community Resources, Pajaro Valley Loaves and Fishes, Second Harvest Food Bank, Live Oak Community Resources, Watsonville Film Festival, and Casa de la Cultura. Building a connection and rapport with these agencies allowed Campos Seguros to partake in different tabling events. Tabling at these agencies made connecting with Campesinos a possibility. Campos Seguros Fliers were passed around along with crisis and support line cards. Outside of nonprofits, Campos Seguros collaborated with food distributions for Campesinos, various churches around Watsonville, the Watsonville farmers market, and an initiative called Agua con la Chota (run by the Watsonville Police Department). These events and institutions further allowed Campos Seguros to connect and inform Campesinos about Monarch Services. Fliers and information were also distributed and posted at different locations consistently frequented by Campesinos; laundromats were a major focus. After months of tabling and connection building, Campos Seguros came across the Watsonville Campesino Appreciation Caravan. This caravan was contacted and they helped make the goal of reaching Campesinos in the fields a reality. Along with the support from

different Reiter farms, Campos Seguros joined the caravan for ten weeks (ongoing basis). Every Friday morning, Campos Seguros would help set up at different farms and talk about the different services that Monarch Services offers.

Although the initial objective of reaching out and presenting to Campesinos within the field setting was not always reachable, the Campos Seguros initiative remained optimistic and focused on different ways to connect with Campesinos, especially during a pandemic. The information sessions initially planned were not attainable at this point in time. There was vast room for development. The seed has been planted for this program, further collaboration, an increase in advocate participation, and rapport building with Campesinos would be necessary for the program to officially bloom. Some of the expected results that aligned with the presumed outcomes include a 5% increase in farmworkers calling the crisis and support line, specifically mentioning that they were calling due to Campos Seguros. Also, based on the Education and Community Outreach track sheet of events, (continuous tracking of present farmworkers was documented) Campos Seguros reached over 600 farmworkers throughout the entire fieldwork experience. All these farm workers learned about Monarch Services and who/how they could reach out for help if they were to be experiencing sexual or domestic violence.

### **Conclusion & Recommendations**

Campos Seguros was a very rewarding and important project. It is definitely a program that should continue to be implemented. Although The information sessions did not take place, this project allowed Campos Seguros to inform over 200 Campesinos about Monarch Services in the span of six months. Based on the research conducted throughout this project, there is a severe amount of sexual violence that takes place within agricultural settings; farmworkers, specifically

those who identify as female, are incredibly vulnerable within these work settings. There aren't enough advocacy and education services within South County (Santa Cruz county) regarding domestic violence and sexual assault that primarily focuses on Campesinos. It's important that farmworkers know that there are services available that will help regardless of immigration status, language barriers, and socioeconomic status. This is why the continuation of Campos Seguros is immensely important. In order to continue this program and in general to strengthen Monarch Services, certain factors could be improved. One of the recommendations is a stronger appeal for interns/volunteers. It was very difficult to maneuver Campos Seguros with only one individual. The program calls for a team in order to be able to fully implement. A team of interns or volunteers. Another recommendation includes further cultural humility training. Every staff member and intern/volunteer have their own values, background, culture, and unconscious biases, it's incredibly important to have ongoing or frequent training regarding cultural competence/humility. Finally, the last recommendation is further training on underserved populations, one of these communities includes the LGBTQIA community. The agency has begun a focus on underserved communities through Campos Seguros which would be managed by different interns. This is a great start to the very crucial work that is necessary in order for survivors of domestic violence, sexual assault, and human trafficking to feel they have open and welcoming services available to them.

### **Personal Reflection**

Campos Seguro's initial main objective was to create different connections and rapport with a very vulnerable population, Campesinos. This capstone project genuinely shed light on the abuse and harassment that farm workers experienced. The Human Rights Watch interviews

mentioned within the project conveyed how the interviews conducted throughout eight different states in the United States resulted in a high percentage of sexual violence disclosure (Human Rights Watch, 2012). Different factors contribute to the high vulnerability of this population; some of these consist of uncertain immigration status, work uncertainty, and language barriers. These barriers also result in a lack of trust and uncertainty within the community Campesinos reside. The outreach events and events within the fields involved a lot of protocols and self-awareness. Dressing in a more humble manner, being very vocal, and conveying comfort were necessary in order to come off as welcoming and not condescending or threatening. Most of Santa Cruz county's south zone encompasses thousands of LatinX individuals. Many of these individuals work in different agricultural fields. Going out into these settings, creating connections, and informing them on services that can provide them with counseling, restraining orders, case management, court, and clinic accompaniments, and educational workshops is what this project contributed to the overall Monarch Services mission. This project also created connections with different service providers that work with other vulnerable populations. Some of these populations include homeless individuals, individuals living in low-socioeconomic communities, and individuals that recently immigrated to the United States.

### **Strengths/successes**

The work that took place over the course of this internship experience will forever hold a salient place in this educational journey. Different strengths and successes allowed this project to provide results. One of the most important pieces was organization. This capstone project began with very little experience and knowledge of nonprofits. Remaining organized throughout this process was a very important and necessary strength. Setting up a plan and being ready to shift

when a specific goal wasn't met. The initial goal of gaining access to the fields was not possible within the set time frame; remaining organized allowed a smooth transition to different outreach scopes. Learning to be more organized also facilitated the creation of the Campos Seguros directory. This directory will ideally allow further interns/volunteers to continue the connection between Monarch Services and different service providers; these connections are what made Campos Seguros possible. Another strength that contributed to the outcomes was a strong work ethic. As mentioned prior, there was very little knowledge regarding the logistics of the pre-existing program, Campos Seguros. A resilient work ethic was essential; this trait allowed for constant perseverance when an obstacle would impede access to the fields. Finally, communicating professionally was a method utilized to create connections that ultimately allowed Campos Seguros to reach Campesinos as well as various other underrepresented individuals and different entities/stakeholders in the community. Creating some of these connections also allowed Campos Seguros to receive water and chips donations from a local grocery store. These drinks and chips were utilized for events in the fields.

### **Limitations/challenges**

Although this project was successful in most proposed objectives, there were certain limitations and challenges that arose throughout the process. One of the biggest limitations was the pandemic. The initial plan was to gain access to the fields to connect with and inform Campesinos about the different services Monarch Services offers by the summer of 2022. This goal had to be revisited at different points in time because of different covid protocols that were still in place. Different farms didn't want outsiders coming in and engaging in close proximity with their workers; it was a bigger liability at the time. This obstacle was addressed by finding



different ways to communicate with Campesinos. This is when contacting a substantial number of service providers, churches, food distribution, and posting fliers at different laundromats took place. When Campos Seguros was finally able to join Campesinos in the fields, it was in mid-September; by then, a lot more agencies were aware of the program Campos Seguros and the objective behind it. Another obstacle was the lack of interns and volunteers. This program demands a lot of time and labor, and having more hands involved could have helped expand the program to a higher level. Making brochures, connecting with service providers, going out into the fields, arranging outreach events, packaging items, and spreading the word through different outlets was a substantial amount of work for one individual on a part-time basis. The way in which this limitation was addressed was by applying organizational skills and time management. Managing the time spent on this project as well as on Prevention tasks allowed weekly time to be allocated specifically toward this initiative. Finally, a third limitation was the lack of knowledge regarding agency programs and non-profits. This obstacle was addressed by contacting different program managers and staff in order to connect and ask questions about their designated programs within the agency. This form of communication allowed for further understanding of the program and the way this specific organization is run. Not only did this form of addressing allow vast knowledge regarding the agency, it also allowed rapport between the staff and an intern.

**Broader social significance:**

Domestic violence and sexual assault are unfortunately regular acts/situations that farmworkers experience and endure. Some of the contributing factors that increase the vulnerability of this demographic include language barriers, they might not feel as if they could

report or leave a violent relationship without an interpreter. Work uncertainty is another barrier that farmworkers face; they may not feel equipt, meet certain qualifications, or have the necessary legal documentation to work in other professional settings. Immigration status is also a factor that leaves farm workers vulnerable to different forms of violence in the workplace or at home. They may not feel able to report sexual violence or domestic violence out of fear of deportation and losing their family if deported. The project of Campos Seguros focuses on informing farmworkers specifically about an agency that can help them find resources if they are experiencing or experienced domestic violence, sexual assault, or human trafficking. Campos Seguros addresses the issue of domestic and sexual violence within the agricultural setting by directly going to farmworkers and providing them the crisis and support line that they can access 24 hours a day and 365 days a year. Through a quick speech, I am able to express that Monarch Services can help them with restraining orders if someone at home or at work is threatening or abusing them. That this agency can provide case management as well as possible housing resources if they wish to leave a violent or abusive relationship. I also mention that their children also have access to trained case managers that specifically work with children and youth. Finally, I let them know that if they are interested in learning about the cycle of abuse, healthy relationships, teen dating violence, intergenerational violence of abuse, and other important topics, I could provide workshops where we can review such topics. These workshops would then allow them to teach their families and subsequently have a more informed community. I make sure to mention that all of the services are free, confidential, offered in Spanish, for the entire family, and immigration status does not need to be disclosed. Certain factors could take place in order to keep addressing this specific issue with farm workers. One of these is creating a

team that could focus on different ways to reach farmworkers. Getting creative and looking into more outreach events as well as creating more fliers and commuting to different frequented locations. Another very crucial factor that can further target this issue is having a contracted interpreter that speaks various native languages like Mixteco, Zapotec, and Triqui. This factor is really important because, without an interpreter, survivors of sexual violence or domestic violence can't express their situation and their needs.

In order to sustain Campos Seguros and further allow the program to flourish, it will be very important to gain more interest from incoming volunteers and interns. Individuals taking part in this project have to be passionate about working with the farm working community. It can be difficult to reach farmworkers and make and create connections with them because of different cultural factors as well as reasonable mistrust. Constant effort to communicate with other service providers, as well as persistence with different agricultural companies will be necessary in order to continue creating connections with farm workers. Incoming interns taking on Campos Seguros have to be willing to put in a lot of work and have a sufficient amount of time to allocate toward this program. Some advice and guidance I could provide are to be as creative and persistent as possible. If they keep getting turned down by service providers or foremen, it's important to not give up and find different ways to connect and reach farmworkers. Finally, I would also advise reaching out to as many possible individuals in the agency for help. Each one has worked with farmworkers in some scope, they could help provide ideas as well as provide support in case one needs assistance.

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## Appendix A

### Scope of Work

Activities	Deliverables	Timeline/Deadlines	Supporting Staff
Collects existing resources	Provide Campesinos with physical information that they can further utilize.	May 01-June 01	Monarch Services Watsonville office.
Creating talking points for Farm/Field foreman.	Create connections with different stakeholders in the community.	May 01-August 23rd	Prevention Team.
Connects with businesses for donations.	Food and drinks will help entice Campesinos as well as build connections.	May 01-August 23rd	X
Visit different agricultural establishments in the community.	Connecting with different agricultural stakeholders can further allow the initiative to reach Campesinos.	May 05-August 23rd	X
Call/ email different agricultural establishments.	Further creating connections with different stakeholders. This can subsequently allow Campos Seguros to visit their establishment.	May 05-August 23rd.	X
Find connections through social media.	Posting on social media can help when looking to create connections with different agricultural fields in Santa Cruz county.	May 05-August 23rd	X

Spread the word of Campos Seguros through community outreach.	Help spread resources and build connections with Campesinos every month at the Watsonville farmer's market.	May 20th-Summer months.	Prevention Team.
Collect and examine Monarch Service's data and annual report.	The data will be analyzed in order to assess whether changes need to be made to the initiative to incite interest and participation.	June-December 15th.	Monarch Services Watsonville office.

**Campos Seguros brochure (Spanish):**

[https://www.canva.com/design/DAFMCPHYw8g/\\_mQLRqtfXtEQmsyg9K0lWQ/view?utm\\_content=DAFMCPHYw8g&utm\\_campaign=designshare&utm\\_medium=link&utm\\_source=publishsharelink](https://www.canva.com/design/DAFMCPHYw8g/_mQLRqtfXtEQmsyg9K0lWQ/view?utm_content=DAFMCPHYw8g&utm_campaign=designshare&utm_medium=link&utm_source=publishsharelink)

**Campos Seguros Directory:**

<https://docs.google.com/document/d/1HGfsHQui4ln8KbhN6-HvvXp49Rujl3FyJS3rFOfrBNY/edit>