



UNIVERSITY *of* MARYLAND  
SCHOOL OF SOCIAL WORK

PARI: PREVENTION OF ADOLESCENT RISKS INITIATIVE

# State-Wide Strategic Plan

## **Key Informant Interview Guide**

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# Preparation

**Purpose of a Key Informant Interview:** As the interviewer, your role is to use this guide to gather qualitative information about the experiences and perspectives of the people you interview in relation to their work in anti-human trafficking.

**You Are Looking For:** Information that can inform the strategic plan and guide how the state approaches anti-human trafficking work going forward.

**Overall Approach:** **Treat the interview like a conversation.** It should feel relaxed and relatively free flowing (though it should stay on topic).

Plan to **use relatively few questions to guide the conversation—approx. 4-5 total.** Select the questions in advance but be prepared to adjust questions based on what you learn during the interview.

**Before Beginning the Interview:** Do a little **background research** about the person you are interviewing and the organization they work with (if applicable). Information you may look for could include:

- How long they have been in the field and how long they have been with their organization. How might their tenure impact their perspective?
- What kind of work do they do and what approach do they take in their work. This might include looking into which frameworks they apply or how much or

how little they look to formal systems to guide their work (ex. the legal system, social services, law enforcement networks, etc.) versus if they rely on more grassroots approaches.

- If there are professional codes of conduct they must adhere to.
- What systems/networks/groups they (or their organization) tend to be supportive of or critical of.

**During the Interview:** Be prepared to ask **open-ended questions and to probe** for more information. This should help you dig deeper into specific issues.

Open-ended questions avoid a forced response, like "yes/no" and will often start with *how, which, when, or what*, as opposed to "do."

#### General Probes for More Information:

- Tell me more.
- What does that look like?
- How does that usually play out?
- What could make that easier?
- If you could change it, what would you change?
- What factors contribute to that dynamic?
- How well does that approach seem to work?

# Interview Questions

## Intake Questions

*These are standard questions you should consider asking every participant based on what you know about their work and their role in this field.*

1. Confirm their name.
2. What organization do you work with and what is your role?
  - a. If they are a survivor or other community member who is not representing an organization, ask: *Tell me how you are involved in anti-human trafficking work.*
3. How long have you been involved in this work?
  - a. Possible probe: *How long have you been working with this organization/in this area of the field?*

## General Opening Questions

1. How would you describe the anti-human trafficking field today?

- Possible probes:
  - What themes do you see in the anti-human trafficking field in Maryland?
  - How would you describe the climate among colleagues or between organizations?
  - How well do teams, subject matter experts, and/or systems work together?
  - What "pain-points" or gaps do you see? Where does the work sometimes feel inefficient?

**Note:** Throughout an interview, you may need to ask to if the answers you receive are specific to sex or labor trafficking.

Depending on who you are talking to, they may view these issues through a specific lens.

2. If there were one thing you could "fix" to work more efficiently or effectively, what would it be?

- Possible probes:
  - What made you choose that one?
  - What would you suggest to fix it?

3. What notable successes have you seen in this field over the last few years?

4. Have you noticed any big challenges over the last few years in the field? If so, please tell me about them?

## Systems & Collaboration

1. Which systems or networks do you work with?
2. In your experience, do you see these systems focusing on specific forms of human trafficking? (ex. Sex trafficking, labor trafficking, specific subsets of those, like domestic workers, agriculture, gang-related, etc.)
3. Among the systems that you work with, how well do they collaborate with each other?
  - Possible probes:
    - Are there opportunities to improve how they work together?
    - What challenges come up regularly when they work together?
    - Are some of the challenges due to lack of collaboration, redundancy, or some other problem? Tell me about them.

### **Examples of Systems:**

- Social services
- Law enforcement
- Policy/advocacy
- Education
- Medical
- Research
- Legal/Judicial
- Immigration
- Victims' services
- Therapeutic
- Housing/shelter
- Funding/fund raising

## Approaches for Working with Survivors & Perpetrators

1. How are **survivors** generally treated when they interact with \_\_\_\_\_ workers (or system)?
2. How are **perpetrators** treated when they interact with \_\_\_\_\_ workers (or systems)?
3. In your opinion, how well are survivors' needs met?
  - Possible probes:
    - Which kinds of services seem to meet their needs most effectively?
    - Which needs tend to go unmet? How does that impact the survivor or their family?
4. When perpetrators enter these system(s), how well are services delivered?
  - Possible probes:
    - Would you like to see some of these programs replicated elsewhere?
    - What gaps or challenges do you see?

### Examples:

*"How are survivors generally treated when they interact with social service workers?"*

*"How are survivors treated when they navigate the judicial system?"*



## Policy & Law

1. What policy successes have you seen over the last few years?
2. What unintended consequences have you noticed because of existing policies?
3. If you could wave a magic wand and have a new policy in place, what would it be?
  - Possible probes:
    - How would it help?
    - Are there reasons you think this is not already in place? If so, what are they?

**Note:** You may need to ask if these policies are at the organizational, local, state, or federal levels.

## **Training, Education & Professional Development**

- When you think about the kind of training and professional development that is available on anti-trafficking work, how well do you feel it meets your and your colleagues' needs?
- What professional development has been especially useful?
- What gaps do you see?
- How well does the programming you know about represent the reality of the anti-trafficking field?
- If you could design professional development exactly the way you want it, what would it include? How would it be delivered? Who would be included?