



## HND NEWS FLASH

*March 2009*

**HMONG NATIONAL DEVELOPMENT**

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**Hmong National Development, Inc.** (HND) is a national, 501(c)(3), not-for-profit organization. Our mission is to build capacity, develop leadership and empower the Hmong American community. HND works with local and national organizations, public and private entities, and individuals to promote educational opportunities, increase community capacity, and develop resources for the well-being, growth, and full participation of Hmong in society.

**The HND News Flash** is a bi-weekly electronic newsletter with information regarding policy issues, HND updates, and current community news. For more updates, visit: [www.hndinc.org](http://www.hndinc.org).

**Disclaimer:** *The views expressed in this edition do not necessarily represent the views of the organization. Unless specified otherwise, the below information and/or resources are provided for informational purposes only.*

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#### IV. Legislative & Issues Updates

##### 1. Legislative Updates

##### i. American Recovery and Reinvestment Act of 2009 ([www.recovery.gov](http://www.recovery.gov))

1. Congress also provided Social Security an additional \$500 million to process growing retirement and disability workloads. Much of the funding will be used to hire additional employees to help the agency tackle our higher than anticipated workloads that have resulted from the economic downturn.
2. *Department of Labor, Workforce Investment Act (WIA) programs*
  - a. Adult Employment and Training Activities: \$500,000,000; Priority use of funds is for services to public assistance recipients and other low income individuals.
  - b. Youth Activities, including summer jobs for youth: \$1,200,000,000; Particular emphasis is placed on creating summer employment opportunities for youth, but year-round youth activities are also envisioned.
  - c. Dislocated Worker Employment and Training Activities: \$1,250,000,000
  - d. Program of Competitive Grants for Worker Training and Placement in High Growth and Emerging Industry Sectors: \$750,000,000 is provided for a program of competitive grants for worker training and placement in high growth and emerging industry sectors. Of the total, \$500,000,000 is to be used for research, labor exchange, and job training projects that prepare workers for careers in energy efficiency and renewable industry industries. In awarding remaining funds, priority shall be given to projects that prepare workers for careers in the health care sector.
3. *Social Security Administration*
  - a. One-Time Payments of \$250 For Social Security and SSI Beneficiaries. These should be made by May 2009. These payments are automatic; recipients need not do anything to receive payment.
4. *Health and Human Services*
  - a. Some \$59 billion of Recovery Act funds are being invested in improving health and human services. These investments include:
    - i. Scientific Research & Facilities: Support for the construction of new research and educational facilities as well as groundbreaking scientific research that will improve the health of the nation.
    - ii. Childcare & Community Services: Critical funding for programs such as Head Start that provide care and education for children and families.
    - iii. Community Health: Support for the renovation and improvement of community health centers and other programs that serve patients in communities across the country.
    - iv. Health IT: Funding to modernize the health care system by catalyzing the adoption of health information technology by 2014. Achieving this goal will reduce health costs for the federal government by over \$12 billion over 10 years.
5. *Education*
  - a. Direct Funding for Education:
    - i. \$40 billion in state stabilization funds to help avert education cuts. This will be given to states in exchange for a commitment to begin advancing education reforms. School systems have discretion to use some of this money for school modernization.
    - ii. \$13 billion for Title I, including \$3 billion for Title I school improvement programs.
    - iii. \$650 million to fund school systems and non-profits with strong track records of improving student achievement.

- iv. \$5 billion for Early Childhood, including Head Start, early Head Start, child care block grants, and programs for infants with disabilities.
- b. College Affordability:
  - i. \$17 billion to close the shortfall in the Pell Grant program and boost grant amounts by \$500 to \$5350 in the first year and more in the second year, serving an estimated 7 million low and moderate-income young people and adults.
  - ii. \$13.8 billion to boost the tuition tax credit from \$1800 to \$2500 for families earning up to \$180,000.
- 6. *Housing and Urban Development*
  - a. Tax Credit Assistance Program: \$2.25 billion invested in a special allocation of HOME funds to accelerate the production and preservation of tens of thousands of units of affordable housing.
  - b. Community Development Block Grants: \$1 billion for approximately 1,200 state and local governments to invest in their own community development priorities. Most local governments use this investment to rehabilitate affordable housing and improve key public facilities – stabilizing communities and creating jobs locally.
  - c. Project-Based Rental Assistance: \$2 billion invested in full 12-month funding for Section 8 project-based housing contracts. This funding will enable owners to undertake much-needed project improvements to maintain the quality of this critical affordable housing.
  - d. Neighborhood Stabilization Program: \$2 billion invested in mitigating the impact of foreclosures through the purchase and rehabilitation of foreclosed, vacant properties in order to create more affordable housing and renew neighborhoods devastated by the economic crisis.
  - e. Homelessness Prevention: \$1.5 billion invested in preventing homelessness and enabling the rapid re-housing of homeless families and individuals, helping them reenter the labor market more quickly and preventing the further destabilization of neighborhoods.
- 7. Census 2010
  - a. The Recovery Act includes \$1 billion to hire new personnel for partnership and outreach efforts to minority communities and hard-to-reach populations, increase targeted media purchases, and ensure proper management of other operational and programmatic risks.

**ii. President Obama's 2010 Budget**

- 1. Increase the top tax brackets for individuals from 33 – 35% to 36 – 39.6% respectively;
- 2. Phase out personal exemptions and itemized deductions above certain threshold levels;
- 3. Increase the maximum tax rate on capital gains and dividends from 15% to 20%;
- 4. Reduce the value of many deductions, such as mortgage interest by 20% to a maximum benefit of 28% (current maximum is 35%);
- 5. Keep estate taxes and leave the current \$3.5m exemption unchanged and have the top estate tax rate set at 45%;
- 6. For families earning less than \$250,000 per year, there shouldn't be any significant changes in tax rates.
- 7. Health
  - a. FY 2010, the Budget provides \$76.8 billion for the U.S. Department of Health and Human Services (HHS)
  - b. The Budget establishes a reserve fund of more than \$630 billion to help finance health care reform. Half of the reserve will come from revenues from changes to the tax law reducing the deductions persons making over \$200,000 or couples making over \$250,000 a year can take on mortgage interest or donations to charity. The other half will come from savings in

the Medicare and Medicaid programs by providing incentives to promote quality, efficiency and accountability.

## 8. Education

### a. Increase college access

- i. The Administration will index Pell Grants to the Consumer Price Index plus 1 percent in order to address inflation. In addition, the Administration proposes to make the Pell Grant program mandatory to ensure a regular stream of funding and eliminate the practice of "backfilling" billions of dollars in shortfalls each year. (\$41.8 billion over five years.)
- ii. The Budget includes a new five-year, \$2.5 billion (\$100 million in FY 2010) Access and Completion Incentive Fund to support innovative State efforts to help low-income students succeed and complete their college education. "The program will include a rigorous evaluation component to ensure that we learn from what works."
- iii. Make the \$2,500 American Opportunity Tax Credit permanent to help kids afford college.
- iv. The Budget also makes campus-based, low-interest loans more widely available through a new modernized Perkins Loan program.

### b. Reform K-12 Education

- i. Continue to cut taxes for the families of millions of children through an expansion and continuation of the Child Tax Credit.
- ii. Resources will also be available to improve the quality of assessments, including assessments for students with disabilities and English language learners (ELLs)—in which nearly one out of four (24%) Asian American students are ELLs, constituting approximately 12% of all ELLs nationwide. The Asian American ethnic groups with some of the highest rates of ELL students include Hmong-, Vietnamese-, Bangladeshi-, and Cambodian Americans.
- iii. The President's Budget commits resources to turn around high-need, low-performing schools with strong supports, not just sanctions. The Administration's new strategy will support State efforts to diagnose and address the root causes of schools' low performance.
- iii. **Increased funding for language services in Medicaid and CHIP:** the Children's Health Insurance Program Reauthorization Act of 2009 was signed into law and includes a provision increasing federal CHIP and Medicaid payments to states for language services. The provision will provide states additional funds for interpretation and translation services that help with the enrollment of, retention of, and use of services in CHIP and Medicaid. For children in Medicaid, states will receive 75% of their language services costs. For CHIP, states will receive the greater of 75% or the state's FMAP plus 5%. This bill takes effect April 2009.
- iv. **Digital Television Transition:** Congress voted to delay the upcoming digital TV transition date until June 12. The decision was made in large part, based on the fact that an estimated 20 million Americans remain unprepared to lose access to over-the-air TV broadcasts. Over three million are currently on a waiting list to receive \$40 coupons intended to defray the cost of buying DTV converter boxes for old TVs.

## 2. Action Alerts

- i. Lower citizenship costs sign-on letter: Representative Schakowsky urges the Department of Homeland Security to issue a new regulation to reduce the fees associated with applying for citizenship in the United States. If your organization would like to sign-on, [please click here](#).

- ii. Serve America support letter: The Serve America Act, introduced by Senator Ted Kennedy (D-MA) and Senator Orrin Hatch (R-UT) supports service, civic engagement and social innovation to help solve some of the most serious problems facing our country, including the high school dropout and college readiness crisis. The Act provides support for the nonprofit sector, whose capacity is strained by rising demands for services and diminishing capacity to meet them. Please consider adding your voice by signing on at [info@voicesforservice.org](mailto:info@voicesforservice.org)

## V. [HND Updates](#)

1. **Conference registration--EARLY REGISTRATION DEADLINE: MARCH 13, 2009.** The 14th Hmong National Conference will serve as a bridge for the Appleton and greater Wisconsin community to the national Hmong community and will provide a forum for the professional development of Hmong and non-Hmong alike. Last year's conference in Denver, Colorado drew over 500 attendees from all over the United States. Register early to save on registration pricing and lodging. **The early registration deadline is March 13, 2009.** Please note that registration fees will increase after that date. Additionally, for hotel lodging at the Radisson Paper Valley Hotel in Appleton, WI 54911, please call (888) 201-1718 or (920) 733-8000 directly to make your reservations. Mention the *Hmong National Conference* to receive a discount rate of \$112 for single/double/triple/quad occupancy rooms (tax not included). Please note that **discounted lodging rates are available until March 15, 2009.** For more information and/or to register, go to: [www.hndinc.org](http://www.hndinc.org). Locate the "Hmong National Conference" tab and click on "14<sup>th</sup> Hmong National Conference". You may also register online at <http://14hnc.eventbrite.com> and/or contact Srida Moua at (202) 797-9105 or via email at [info@hndinc.org](mailto:info@hndinc.org).
2. **Conference workshop and speakers:**
  - i. April 3<sup>rd</sup>, 2009, will feature **Peggy Saika** as the keynote speaker. Ms. Saika is the president and executive director of Asian Americans/Pacific Islanders in Philanthropy (AAPIP). She will address the issues related to partnership engagement and issue alignment. Jessie Kao Lee from Ready4K, Secretary Matthew Frank from the Wisconsin Department of Natural Resources and Bob Russo of Valley Packaging Industries will share their unique experiences with bridging community relations with the Hmong community.
  - ii. April 4<sup>th</sup>, 2009, will feature a discussion on how census data provides information about the characteristics, service needs, and successes of the growing Hmong communities across the United States. This information will be delivered through a panel of experts that include: **Dr. Chia Youyee Vang**, University of Wisconsin-Milwaukee; Dr. Wayne Carroll, University of Wisconsin-Eau Claire; and **Wayne Kei, U.S. Census Bureau**.
  - iii. The April 5, 2009 closing brunch will highlight the importance of engaging Hmong youth. Nou Yang, a leadership consultant from Amherst Wilder Foundation in Minnesota will provide a keynote addressing youth development and offer practical ideas and strategies organizations and businesses can undertake to involve youth.
3. The **Hmong Leadership Banquet** will be held on Saturday, April 4<sup>th</sup> 2009. This banquet includes a keynote speech by **Mito Kudaka** of Goodwill Industries, and an awards ceremony recognizing the hard work and dedication of Hmong community members to community development. **Xia Vue Yang** from Sheboygan Hmong Radio will be recognized as a pioneer in community activism and development. **Kong Lor** from Southeast Puavphee in North Carolina will be recognized for his dedication to working with and engaging Hmong youth. **Sergeant Chue Lee Thao** from the Appleton Police Department will be recognized for his dedication to community service. Professor Vincent Her of the University of Wisconsin La Crosse will receive the Teacher of the Year Award.
4. **1 Credit Course through the University of Wisconsin-Green Bay:** HND announces the availability of a one credit undergraduate and graduate course for the 14<sup>th</sup> Hmong National Conference. This credit course was made possible through a partnership with the University of Wisconsin-Green Bay. This course, Building Partnerships for Success: Embracing Ideas from the Hmong National Conference, is an opportunity for students, professionals and community members to learn and engage in dialogues about the Hmong community in regard to capacity building, leadership development, advocacy and civic engagement, economic development,

education and social justice. This course will help conference participants further explore the information and skills learned from the conference. Course materials and information can be found by visiting the HND website at <http://www.hndinc.org> and the UW-Green Bay Education Outreach website, <http://www.uwgb.edu/educationoutreach>.

5. **Hmong National Development Announces Recipients of the 2009-2010 Hmong Education Scholarship:** Bruce Thao, University of Chicago; Pa Nhia Yang, University of Minnesota, Twin Cities; Pa Vue, University of California Santa Barbara; Namalie Tiffiany Yang, Whitefish Bay High School, Wisconsin; Andrea Vang, Patrick Henry High School, Minnesota.
6. Detailed conference workshop information, agenda and registration information can be found on the [HND website](#).
7. **We are grateful for the sponsorship and support from the following:** State Farm Insurance, Goodwill Industries, USDA, FDIC, Wisconsin Department of Health Services, Wisconsin Department of Public Instruction, Valley Packaging Industries, Kohler Foundation, Kohl Education Foundation, Johnny Yang, Otto Bremer Foundation, UMOS, Toward Community, Lutheran Social Services, United Way of the Fox Valley, Community Foundation of the Fox Valley, AT&T, UW-Milwaukee, WE Energies, Fox Valley Technical College, McCain Foods, Kraft Foods, City of Appleton, Mental Health Center of Dane County, Pinnacle Perspectives, Center for Medicaid Services, University of Wisconsin-Fox Valley, Northwest Technical College, and Gannett Foundation.

## VI. Announcements

### 6. GENERAL

- The **National Association for Asian and Pacific American Education** announces Call for Presenters. The 31st NAAPAE conference will focus on three areas: 1) Social and Cultural Issues of Asian Americans, Polynesians, or Pacific Islanders; 2) Education and Leadership within the Asian American, Polynesian, or Pacific Islander Communities; and, 3) Outreach to Asian American, Polynesian, or Pacific Islander Communities. Individuals are invited to provide workshops or summaries of research papers on these areas. Submission information can be found at <http://www.naapae.net>

### 7. UPCOMING EVENTS

- **Hmong Women's Speaker Series:** Hnub Tshiab: Hmong Women Achieving Together is pleased to bring back to the public another installment of its successful and much looked forward toward speaker series. The March 12, 2009 event will feature May Lee-Yang, a playwright, prose writer, poet, and performance artist living in Saint Paul, MN. Additional event information can be found at [www.hmongwomenachieve.org](http://www.hmongwomenachieve.org)
- Join the **Asian American Health Initiative** for a one-day conference to learn how you can become an instrument of change in your community. *Time for Change: Transforming Opportunities into Action* will take place May 20, 2009. Additional event information can be found at <http://www.aahiinfo.org/conference09/>
- The **2009 South Asian Summit** is a national convening that brings together South Asian organizational leaders, community members, advocates, professionals, non-profit staff members, lawyers, and students from around the country. At the Summit, we will engage with policymakers; learn about issues of concern in the South Asian community; and strategize around best practices and future collaborations. Additional information can be found at <http://www.saalt.org/pages/South-Asian-Summit.html>
- Register Today for **Leadership Development Training for Transformation**. Learn tools and skills to understand, motivate and bring changes within you, your community and your world. This Leadership Training differs from other seminars in that it focuses on "responsible, ethical, inclusive" methods of engaging community members. Community change is dependent upon truly listening and experiencing other community members, not from transferring wisdom from leaders to followers. For more information contact Sumaya Karimi, Leadership Program Coordinator, [leadership@riwn.org](mailto:leadership@riwn.org), or 404-299-0180x229.

- The **WE LEARN 6th Annual (Net)Working Gathering & Conference on Women and Literacy**, "Stronger Leadership & Literacy: Empowering Women to Action," will explore multiple ways to develop women's leadership through literacy – civic participation, teacher development, student empowerment, and more. Participants will include adult basic education students and teachers, university-based students and educators, social services providers, researchers, and community activists. The conference will be held in Providence, RI, on March 6-7, 2009. Visit the [WE LEARN website](#) listed above to learn more about the conference.

## 8. **JOB OPENINGS**

- Superior National Forest is hiring for 4 temporary, full time staff to work in reforestation and inventory. If you are interested in these positions, please contact Myra Theimer by March 13, 2009 at 218-387-1750 or [mtheimer@fs.fed.us](mailto:mtheimer@fs.fed.us).

## 9. **STUDENTS: Available Fellowships/Scholarships/Internships**

- President Obama Launches White House Internship Program—Applications are due March 22, 2009. Those selected to participate in the program will gain valuable job experience and an inside look at the life of White House staff while building leadership skills. In addition to normal office duties, interns will supplement their learning experience by attending a weekly lecture series hosted by senior White House staff, help at White House social events, and volunteer in community service projects. The 2009 Summer Internship program runs from May 22 to August 14, and the submission deadline is March 22, 2009. Application materials can be found at [www.whitehouse.gov/about/internships](http://www.whitehouse.gov/about/internships)
- APAPA Capitol Summer Internship Program in Sacramento is designed to prepare college students to become future leaders in the State of California. This program provides an opportunity for students to develop their leadership skills, gain public policy experience and become civically engaged. The eight week program runs from June 22 through August 14, 2009. Interns will receive a stipend in the amount of \$1,000 for successful completion of the program. Students are responsible for their own housing, transportation and insurance. **Application deadline is March 20, 2009.** Application materials can be found at [www.apapa.org](http://www.apapa.org)
- The Office of the United Nations High Commissioner for Human Rights announces the Indigenous Fellowship Programme (IFP). The aim of the program is to give indigenous peoples the opportunity to gain knowledge on the UN system and mechanisms dealing with human rights in general and indigenous issues in particular so they can assist their organizations and communities in protecting and promoting the rights of their people. In its first decade, more than 100 indigenous men and women from 46 countries undertook the program. Among community members are encouraged to apply. Additional information can be found [here](#).
- United States Department of State Student Intern Program offers over 800 students a chance to gain firsthand knowledge of American foreign affairs. Most internships are in Washington, D.C., but some openings exist at embassies and consulates overseas, and at the United Nations in New York. Internships are available only during the summer in the U.S. and have a minimum duration of 10 weeks. Ninety-five percent of internship opportunities are unpaid. Deadline: 3/4/2009 -for fall. 7/1/2009 -for spring. 11/1/2009 -for summer. More information can be found at <http://www.careers.state.gov/students/programs.html#SIP>

## 10. **ORGANIZATIONS: Available Funding/Grant Opportunities & Organization Updates**

- **Grantwriting Assistance**
  - [Making Time to Write Grants](#)
  - [Grant Writing: Getting Off to a Good Start](#)
- **Foundation deadlines**

- The [blue moon fund](#) seeks to improve the human condition by changing the relationship between human consumption and the natural world. Support is provided to nonprofit organizations in the United States, Latin America, and Asia that have developed innovative approaches to improving human quality of life in harmony with the natural world. Support is provided in the following three initiative areas: Rethinking Consumption and Energy is aimed at developing environmentally-friendly, efficient, and economically competitive transportation and energy choices worldwide. Balancing Human and Natural Ecosystems promotes new economic and cultural approaches to reducing resource pressure and preserving biodiversity. Reenergizing Urban Communities is based on the belief that underpinning vibrant cities is their capacity to self-organize in ways that maximize the economic, cultural, environmental, and spiritual benefits of urban life. Letters of inquiry may be submitted throughout the year; proposals are reviewed by invitation only. Visit the blue moon fund website to take the required online eligibility test.
- The [Neighborhood Excellence Initiative, Bank of America's](#) signature philanthropic program, recognizes nonprofit organizations and individuals working to improve their communities. The focus is on areas such as education, community development and/or neighborhood preservation, arts and culture, and health and human services. The Initiative's Neighborhood Builders category provides grants of \$200,000 each to two nonprofit organizations working to promote vibrant neighborhoods in each of the Bank's [45 markets](#). The Local Heroes category provides grants of \$5,000 each to nonprofit organizations selected by each of five recognized individuals in the targeted markets. Applications and nominations must be submitted online by June 30, 2009; early submission is encouraged. Guidelines for both categories are available on the Bank of America website listed above.
- The [Jordan Fundamentals Grant Program recognizes](#) outstanding teaching and instructional creativity in public elementary and secondary schools in the United States that serve economically disadvantaged students. Innovation Grants, averaging \$2,500, are awarded to individual teachers for projects that engage students in school using either experimental or traditional strategies effectively. Inspiration Grants of up to \$10,000 are awarded to teams of teachers to support scaling-up the implementation of approaches originally developed with Innovation Grants. Applicants should create and implement an educational approach that supports improved student academic achievement and/or social/emotional/behavioral interventions. Applicants must be employed by a public school where at least 50% of the school's student population is eligible for the free or reduced school lunch program. Online applications must be submitted by April 15, 2009. Visit the website listed above for program details.
- The goal of the [Endangered Language Fund is](#) to support endangered language preservation and documentation projects throughout the world. The Fund provides grants for language maintenance and linguistic field work which serves both the native community and the field of linguistics. The language involved must be in danger of disappearing within a generation or two, thus special consideration will be given to projects that involve children. Proposals can originate in any country. Grants in this round will be less than \$4,000 in size, and average about \$2,000. The application deadline is April 20, 2009. Visit the website listed above to review the request for proposals.
- [The Georgia-Pacific Foundation](#) supports a wide range of organizations that improve the quality of life in communities where Georgia-Pacific operates. (The [Georgia-Pacific facility directory](#) is available online.) The Foundation has identified the following key investment areas: educational efforts that empower youth and provide workers with job readiness training; community enrichment issues such as affordable housing and community safety; environmental programs that promote clean air and water, recycling, and land and resource

conservation; and entrepreneurship initiatives that foster self-sufficiency and economic empowerment, especially among youth, women, and minorities. Applications may be submitted online from January 1 through October 31, annually. Visit the Georgia Pacific website to take the Foundation's Eligibility Survey.

- The [Wells Fargo Housing Foundation](#) is committed to increasing homeownership through the development of affordable housing throughout the United States. The Foundation's Homeownership Grant Program supports local nonprofit housing organizations that help create homeownership opportunities for low- to moderate-income families. Grants are provided for the construction or rehab of owner-occupied homes, homebuyer education programs, or subsidies that help struggling families purchase or retain their homes. In addition, support is provided to organizations that help low- to moderate-income homeowners make necessary repairs and upgrades. The next round of online applications will be accepted from March 1 through May 1, 2009. Visit the website listed above for application instructions.
  - [Project Ignition](#), sponsored by State Farm and coordinated by the National Youth Leadership Council, is a chance for students and teachers to work together to address the issue of teen driver safety. Support is provided for innovative public awareness, service-learning projects based on teen driver safety developed by students, with the support of a teacher or advisor, enrolled in grades 9-12 at U.S. public schools. Twenty-five semi-finalists will receive \$2,000 to help put their plan into action in the fall of 2009. Ten finalists will then receive a stipend of up to \$5,000 for travel to the National Service-Learning Conference. At the conference, the projects will be presented and a panel of judges will select the Best of the Best award, with the winning school or organization receiving a grant of \$10,000. The application deadline is June 30, 2009. Visit the website for online application guidelines.
  - The [A.L. Mailman Family Foundation's](#) mission is to enhance the ability of families and communities to nurture their children. Grants are provided to nonprofit organizations that address early childhood care and education and that are national in scope or reach more than one state. The Foundation focuses support on improving the systems and policies that impact very young children and their families through the following grant categories: System-Wide Change, Resource Development, Advocacy, Policy-Based Research, and Communications. The next deadline for letters of inquiry is May 1, 2009. Visit the Foundation's website for details on each of the Foundation's grant categories and guidelines for developing letters of inquiry.
- **Federal Deadlines**
    - [Office of Safe and Drug-Free Schools: Grants for the Integration of Schools and Mental Health Systems](#)
    - This program provides funds to increase student access to high-quality mental health care by developing innovative approaches that link school systems with the local mental health system.
    - [Health and Human Service: State Implementation Grants for Integrated Community Systems for CSHCN](#)

This program seeks to support statewide implementation of the HRSA component of the President's New Freedom Initiative to create inclusive community-based systems of services for children and youth with special health care needs.
    - [Department of Justice: SVAA New Grant](#)
    - This program seeks to provide funding for the development and provision of comprehensive education and training for professionals who routinely work with victims of crime.