Working Across Workforce Sectors to Combat Human Trafficking

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2nd Annual Winter Institute for Public Safety & Behavioral Health Conference
February 20, 2020

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Learning Objectives

Participants will be able to:

(1) Articulate six potential signs of human trafficking.
(2) Describe three best practice strategies for developing and maintaining a successful anti-trafficking coalition across workforce sectors.
(3) Identify four areas that measure coalition progress.
(4) Articulate three best practices for identifying and engaging victims of human trafficking in health-related services.

WHAT YOU CAN DO TO STOP HUMAN TRAFFICKING

KNOW THE SIGNS

- Dressed inappropriately for the time or event
- Appears fearful, anxious, or nervous/paranoid
- Avoids eye contact
- Shows signs of physical or sexual abuse
- Does not or is not allowed to speak for themselves
- Does not respond when asked questions
- Appears malnourished
- Has few or no personal possessions

GET HELP

Call 911

Text HELP or INFO to BeFree (233733) for the National Human Trafficking Hotline (1-888-373-7888)

Download the See Something, Send Something App 📲
Legal Definitions of Human Trafficking:

**Sex trafficking** is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years (22 USC § 7102).

**Labor trafficking** is a form of modern-day slavery in which individuals perform labor or services through the use of force, fraud, or coercion. Labor trafficking includes situations of debt bondage, forced labor, and involuntary child labor (22 USC § 7102).
Sex VS Labor Trafficking

**SEX TRAFFICKING**
- A form of modern day slavery in which someone uses force, fraud or coercion to commit a commercial sex act with an adult
- OR
- causes a minor to commit a commercial sex act.

**LABOR TRAFFICKING**
- A form of modern day slavery in which individuals perform labor or services through the use of force, fraud, or coercion. Labor trafficking includes situations of debt bondage, forced labor and involuntary child labor.
- Force, Fraud, Coercion
- Recruitment, Harboring, Transporting Provision or Obtaining a person for
Sex and Labor Trafficking

- Children under the age of 18 years induced into commercial sex
- Adults (18 years or older) induced into commercial sex through force, fraud, or coercion
- Children and adults induced to perform labor or service through force, fraud, or coercion

Source: U.S. Department of Justice
Recognizing Human Trafficking

• Appears malnourished
• Showing signs of physical injuries and abuse
• Avoids eye contact, social interaction, & authority figures/law enforcement
• Seems to adhere to scripted or rehearsed responses in social interaction
• Lacks official identification documents

Source: Polaris Project
Recognizing Human Trafficking

- Appears destitute/lacking personal possessions
- Works excessively long hours
- Lives at place of employment
- Checks into hotels/motels with older males; refers to males as boyfriend or “daddy”
- Poor physical or dental health

“A neighbor reported that so many people were coming in and out of the house, and that’s how I was rescued.”

— Suamhirs Survivor Advocate

Source: Polaris Project
Recognizing Human Trafficking

- Tattoos/branding on the neck and/or lower back
- Untreated sexually transmitted diseases
- Small children serving in a family restaurant
- Security measures that appear to keep people inside an establishment
- Not allowing people to go into public alone, or speak for themselves

Source: Polaris Project
Recognizing Human Trafficking

Common Work & Living Conditions of Trafficking Victims

• Is not free to come or go as they wish
• Is under 18 years of age and providing commercial sex acts
• Is in a commercial sex industry and has a pimp/manager
• Is unpaid, paid little, or paid only through tips

Source: Polaris Project
Recognizing Human Trafficking

Common Work & Living Conditions of Trafficking Victims

• Works excessively long hours and/or unusual hours
• Is not allowed breaks or suffers unusual restrictions at work
• Owes a large debt and is unable to pay it off
• Was recruited through false promises with regard to nature and conditions of work
• High security measures in work and/or living locations

Source: Polaris Project
In 2015, the **Southern Arizona Anti-Trafficking Unified Response Network (SAATURN)**, funded by the U.S. Department of Justice, was formed to build a workforce coalition to combat human trafficking in three U.S. counties along the U.S./Mexico border: Pima, Cochise, and Santa Cruz.
Issues that Impact Workforce Coalition Building

1. Boundaries
   a. BJA and OVC definitions for victims of human trafficking
   b. Services available within Pima, Santa Cruz, and Cochise Counties
   c. Availability of personnel
   d. Perceptions of the community, as well as local, state, and federal government

2. Relationships
   a. Within and between law enforcement and victim service providers
   b. Between victims and law enforcement and/or victim service providers
   c. Between funders and grant holders
   d. Between grant holders and other stakeholders
   e. Between SAATURN and the local community

3. Perspectives
   a. Law enforcement perspective
   b. Prosecution perspective
   c. Victim service provider perspective
   d. Victim or survivor perspective
   e. Community perspective
Questions to Consider:

What Strengths do the Entities/People Bring to the SAATURN Coalition?

1. Law enforcement
2. Victim services
3. Community members
4. Survivors of human trafficking
5. Evaluation

How Well do the Entities/People Work Together? Does the SAATURN Coalition:

1. Address and respect cultural differences?
2. Recognize the individual goals of the entities/people?
3. Establish communication protocol?
4. Highlight coalition’s overarching goals?
Create, Maintain, and Expand an Executive Committee:

1. Consistent and frequent meetings particularly during first year of coalition building
2. Take time to learn each component’s priorities
3. Maintain same members as much as possible
4. Build trust between members
5. Discuss evaluation data honestly and openly
6. Strategize how to address areas that need improvement and make decisions collectively
7. Be transparent
8. Celebrate each other’s successes
Best Practice Strategies for Developing & Maintaining a Workforce Coalition to Combat Human Trafficking

Maintain and Expand Subcommittees:

SAATURN Subcommittees:
* Law Enforcement
* Training and Outreach (T&O)
* Victim Services
* High Risk Juveniles

1. Establish guidelines, communication strategies, and set meeting place/times
2. Establish leads and co-leads
3. Prioritize high function of initial subcommittees before adding additional subcommittees
4. Decisions about new subcommittees to be endorsed through data and approved by the Executive Committee
5. Consider workload and use creative strategies for getting the work done (e.g., University internships)
Best Practice Strategies for Developing & Maintaining a Workforce Coalition to Combat Human Trafficking

Coordinate Work Across Entities/People:

1. Develop/use tracking forms that can be shared between entities
2. Develop/use online volunteer recruitment form for coalition-wide opportunities
3. Assign a media correspondent for each agency
4. Provide opportunities to work across agencies (e.g., outreach)
5. Develop a coalition website for announcements, events, resources, and other materials
6. Assign one (or more) individuals to attend the executive meeting and all subcommittee meetings
7. Host community stakeholder meetings
8. Assess progress of the coalition (SAATURN Stakeholder Survey)
Specific Barriers and Solutions to Developing & Maintaining the SAATURN Coalition

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<thead>
<tr>
<th>Barriers</th>
<th>Solutions</th>
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<tbody>
<tr>
<td>Funding agency metrics</td>
<td>Communication between evaluator and grantees</td>
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<td>Look for other indicators of coalition-building</td>
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<tr>
<td>Expanding across rural areas</td>
<td>Identify creative solutions to engage partners</td>
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<tr>
<td>Meeting grant requirements</td>
<td>Look for existing guidance</td>
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<td>Generate protocols</td>
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<td>Manage expectations</td>
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<td>Build partnerships</td>
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<td>Community awareness</td>
<td>Newsletter</td>
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<td>Website and social media pages</td>
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<td>Coordinated effort for training &amp; outreach</td>
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Assessing the Progress of the Coalition
Workforce Coalition-building: Semi-Annual Stakeholder Survey

• **Demographic questions**: Age, gender, race, county, subcommittee membership, primary occupation

• **Six key development areas for SAATURN**:  
  • Leadership and regulatory issues  
  • Training  
  • Advocacy  
  • Client Services  
  • Law Enforcement and Prosecution  
  • Financing

• **Three open-ended items**:  
  • Three greatest advancements of SAATURN  
  • New trends and activities  
  • Specific issues that SAATURN should address
## SAATURN Coalition-Building Data (2015-2016)

**Top 5 Areas of Substantial Progress – Year 1**

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<thead>
<tr>
<th>Area</th>
<th>Description</th>
<th>Progress %</th>
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<tbody>
<tr>
<td>Leadership and Regulatory Issues</td>
<td>Developing and maintaining an organized, effective, unified response network</td>
<td>67%</td>
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<td>Training Issues</td>
<td>Training or activities to increase general public awareness of human trafficking issues</td>
<td>66%</td>
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<tr>
<td>Training Issues</td>
<td>Training on identification of illegal trafficking activity</td>
<td>64%</td>
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<tr>
<td>Leadership and Regulatory Issues</td>
<td>Strengthening interagency communications between victim services and law enforcement</td>
<td>63%</td>
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<tr>
<td>Training Issues</td>
<td>Training on evidence-based practices and practice-based evidence approaches to arrests and convictions of trafficking offenders and/or the other matters related to human trafficking activity</td>
<td>54%</td>
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Stakeholder Feedback & Response Data: April 2017

Issue: Coalition-building across southern Arizona:

Stakeholders wanted more opportunities for new individuals to join SAATURN and increase expansion in Cochise and Santa Cruz counties

- **Response:** Held quarterly meetings outside of Pima County
- **Response:** Sent outreach letters to professional counterparts in Cochise and Santa Cruz counties to increase their involvement
- **Response:** Invited professional from Cochise county to serve on the Executive Committee
- **Response:** Assisted with outreach & event activities in other counties

Issue: Online presence

Stakeholders wanted SAATURN to expand its digital reach

- **Response:** Social media expert was invited to a T&O subcommittee meeting to advise on moving SAATURN forward digitally
- **Response:** Developed a SAATURN-specific website at SAATURN.org
- **Response:** Developed a bi-monthly online newsletter
Engaging Human Trafficking Victims in Health-Related Services: A Victim-Centered Approach

Modified from SAMHSA System of Care
Best Practices for Engaging Human Trafficking Victims in Health-Related Services

1. Strategic outreach activities
   • Canvass businesses
   • Facilitate SOAP Outreach
   • Host drop-in center events
   • Work with airport authority and other venues to post “help” posters and messages
   • Conduct street outreach
   • Engage faith-base communities, social service agencies, and schools
   • Provide 24 hour victim advocate support
   • Victims as experts – embrace their expertise
Best Practices for Engaging Human Trafficking Victims in Health-Related Services

2. Coordinate between law enforcement and victim services
   • 24/7 communication and response
   • Share information as appropriate including tracking forms
   • Conduct activities together (e.g. SOAP Outreach; Drop-in Center)
   • Re-engage victims quickly

3. Use social media to engage a wider community in identifying human trafficking
   • Coalition-specific website
   • Use other’s websites to post “signs of human trafficking” information and help hotlines phone numbers
4. Provide emotional support for victims
   • Hire/facilitate survivors of human trafficking to provide immediate emotional support
   • Provide empowerment groups for victims to build a network of support

5. Track victim service provision to improve and expand needed services
   • Collect data to understand the needs of victims (immediate and long-term)
   • Analyze data by length of retention in services and satisfaction with services to inform on services that are helpful (e.g., non-judgmental; accessible)
Summary:

• Human trafficking is a critical issue needing to be addressed

• Various workforces along with communities need to be able to recognize signs of human trafficking and act on this information to effectively combat human trafficking

• Coalition building – working across silos - is an effective strategy to combat human trafficking

• Strategies for developing and maintaining workforce coalitions include (1) formalizing an Executive Committee across agencies/stakeholders (2) supporting subcommittees, and (3) coordinating across the coalition

• Assessing the progress of the coalition provides information on strengths, challenges, and advancements related to implemented strategies

• Best practices for engaging victims of human trafficking begins with a victim-centered approach
NATIONAL HUMAN TRAFFICKING HOTLINE

CALL
1-888-373-7888

TEXT
“BeFree” (233733)

LIVE CHAT
humantraffickinghotline.org

24/7 • Toll free
Confidential
200+ languages

GET HELP • REPORT TRAFFICKING
References:


Support:
The development of this presentation is supported by grant number #2015-VT-BX-K006-ECM, awarded by the Office for Victims of Crime—U.S. Department of Justice and #2015-VT-BX-K0048, awarded by the Bureau of Justice Assistance—U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this report are those of the authors and do not necessarily reflect those of the Department of Justice; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.