



*Together Let’s Stop Traffick*

Summit Report

November 14-17, 2013

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**CT Labs**

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# Executive Summary

From November 15th-17th, 2013, as a part of the “Together Let’s Stop Traffick” summit held in Ottawa, Canada, participants engaged in a collaborative engagement process in order to answer the question

What do we need to do to build a Resource & Coordination Centre

that will enable us to share and manage information

to combat Human Trafficking effectively at the local and international level?

198 potential topics were posted in response to this question, which were aggregated and sorted in 5 rounds of up to 12 conversations, with 55 formal discussions (and thousands of informal ones) taking place on November 15th and 16th. From those 55 conversations, 124 Opportunities for Action arose, grouped in the following areas:

1. Running the Centre
2. Managing the Information
3. User Information Needs
4. Communications
5. Research

On November 17th, the assembled participants self-organized and spent the morning in detailed action planning with five facilitators, developing workgroups and preliminary action plans in order to begin the process of turning the Centre from a vision into a reality.

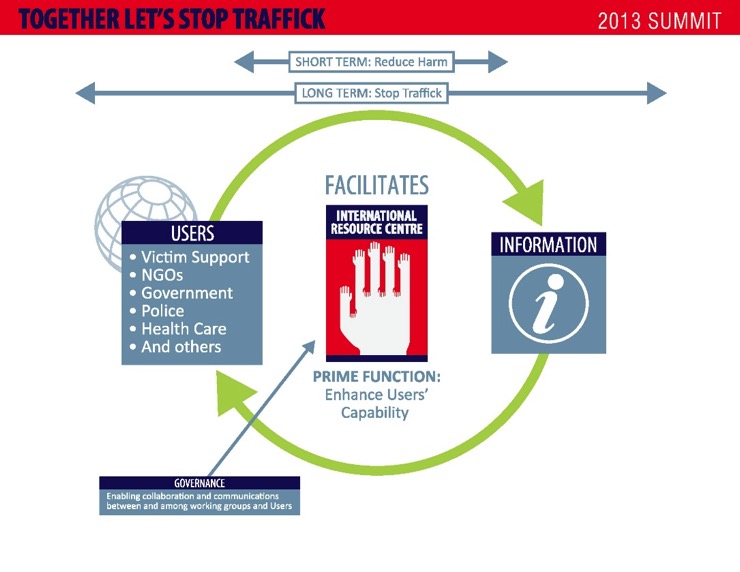
The process was a dynamic and highly useful coming together of a global community of action. The coming years should see larger attendance and larger working groups, in response to the concrete deliverables that will come from the work started here. As one participant said in the closing plenary session, “one day we will look back on this event as one of the turning points in the global battle against human traffick.” That statement summarized the hopes of all who attended.

Sincerity, as we all recognize, comes not from promises made, but from the action of following through. As the plans on these pages are approached and actioned with sincerity, the hope is that the prediction of the above-mentioned participant will become truth.

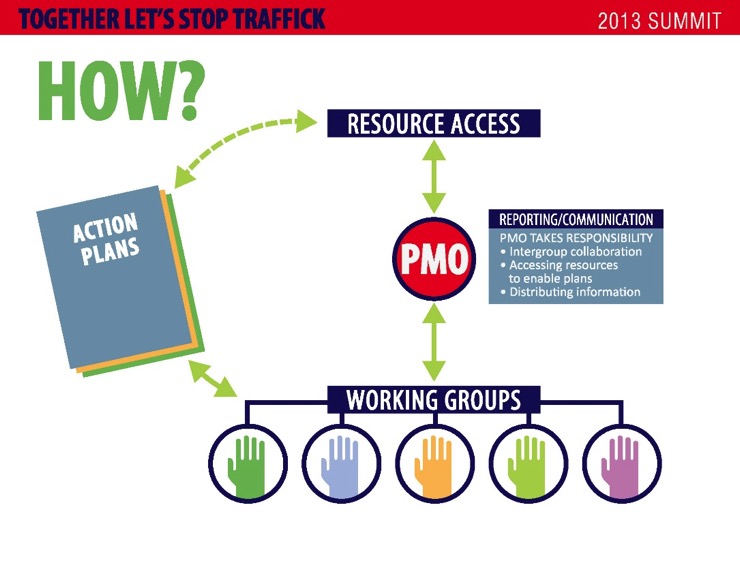


# The Centre and the PMO

The intention for the Centre is that it will act as facilitator for users of all types who need access to information and resources to further enhance their work in the area of human trafficking. The short term focus is to reduce harm; the longer term focus is to stop traffick altogether.



The purpose of the provisional Project Management Office is to enable communications/collaboration between workgroups, to distribute broad communications, and to enable workgroups to access the resources they need in order to carry out action plans.



# Rounds of Discussion

On Friday afternoon, in response to the Intention Question, participants built out a list of discussion topics that they felt needed to be addressed in order to build a resource and coordination centre to combat human trafficking. In total, 198 topics were posted to the wall; these were grouped into 60 discussion rounds, which are listed below.



## Round 1: Friday 3pm

|  |  |  |
| --- | --- | --- |
| ID# | Topic Theme Category | Description of Topic(s) |
| 1A | Managing the Information | What information do we want to share? Victims/threats, criminal enterprise, tradecraft, consumers |
| 1B | User needs | What data would we ideally need/want to populate into an international repository for analysis purposes specific to human trafficking? |
| 1C | Running the Centre | Clear mandate - 4 P's - standards for member groups or to be eligible for $$ (empirically based, effective work) |
| 1D | Running the Centre | Who decides membership/structure of the PMO? |
| 1E | Running the Centre | Legal structure? NGO/501C3 monolithic centre, partnership with private sector or government, loose alliance a la NATO, other?? |
| 1F | Managing the Information | What are the legal/policy hurdles related to information security, information sharing, and privacy? |
| 1G | Managing the Information | Information/data security: law enforcement vs civilian/private sector |
| 1H | Managing the Information | Standardized data format - different countries collect and present information in different formats, ways, languages, police records, etc - how can we easily interpret and use it all? |
| 1J | Communications | Putting more resources to stop the demand ! // Emphasis on prevention efforts. Creation and implementation of innovative programs and services. // More detailed research into the ''Demand'' / Consumer aspect of human trafficking (Ex. Clients of prostitutes) |
| 1K | Communications | Natives people issues and place. // Can we forensic analyses on missing native women to see if we can follow or find data sources that might be useful in a pro-active fashion to avert this tragedy ? // Diversity and Inclusion. |
| 1L | Managing the Information | Baseline review of existing centres on human trafficking (best practices, sharing opportunities, de-confliction) |
| 1M | Communications | Engage the media. // Involve Arts |

## Round 2: Saturday 9am

|  |  |  |
| --- | --- | --- |
| ID# | Topic Category | Description |
| 2A | User Needs | Baseline Current Situation // Determine gaps in current global HT efforts // Do not reinvent wheels - use existing infrastructure. |
| 2B | Communications | Garner public support - If we want to engage everyone we need to clear language - can public be made to understand ''trafficking vs. smuggling'' quickly and easily // Long term goal: Change public opinion globally of woman's position - value // what would a global awareness or outreach campaign would look like? // If the measure of any nation ; society indeed humankind is how treats its most vulnerable ; weakest ; the last ; the littlest then we need to collectively elevate this to the highest political and agency levels to take the issue and fund this at the levels that this issue deserves anything less is unacceptable. // Make it into a movement. // Create a culture of diversity and Inclusion. // Raising public awareness of the purpose of need for and in benefit of the centre and its resources. Not only the general public but the victims too. // Public awareness via social medias and intelligence through social media. |
| 2C | Communications | Engage businesses and corporations in the cause. // Allow local businesses to engage in awareness. |
| 2D | User needs | Define data needed: bad guys - individuals, organizations, events, cases; good guys - individuals, organizations, victims // Define "users". What are the needs, where are they? //Database of purchasers/johns in addition to victim and criminal info |
| 2E | User needs | Covert vs. Overt operation or both. // Creating role-based operations picture |
| 2F | Managing the Information | The sharing of information resources between all groups at all the levels (law enforcement, NGOs, Government, etc) // Info Sharing // How do we share confidential police information with other agencies? // Develop information sharing protocols and agreements // What should the management framework be for the management of information // Information sharing with community supervision agencies (parole) // information sharing and information provision; ensuring the information goes where it needs to for effective change // ability for law enforcement to effectively share intelligence which can be accessed by non-law enforcement through centre // treaties between countries - concerns/issues? // how to link existing regional sharing models // a way to get to intelligence services |
| 2G | Communications | Involve colleges and universities in research efforts. // Will there be funds available to supports evidence-based research or informed policy? // Prioritization of research. // Current and Up to date human trafficking trends. // Deepen trafficking's correlation to all other societal ills and crimes. // Get buy-in from all current intelligence gathering activities on every continent. Examples are the Lexis Nexis HT index and Project Tshireletso of the South African University. // Analysis - Anticipate: If trafficking is eliminated or greatly reduced, what other activity will fill that void (for income - profit). |
| 2H | User needs | Borders and law enforcement - openly question men travelling to known sex-tourist destinations about purpose of travel; investigate suspicious cases. |
| 2J | Other | Cultivation of informers at grassroots level - Making potential victims and vulnerable groups 'unattractive' to traffickers. |
| 2K | Running the Centre | Privacy // Does hosting location affect privacy concerns? |
| 2L | Running the Centre | How can all collective information provide support/evidence for appropriate prosecution? To include financial trans of "bad guy networks" // legislation - does the centre need supporting or mandating legislation at the local or international level (or is it in Palermo already) //Consideration must be given to the laws that govern personally identifiable information from different countries // Immigration laws need to be re-adjusted |
| 2M | Communications | How and where can we search and identify the victims, on the ground? |

## Round 3: Saturday 11am

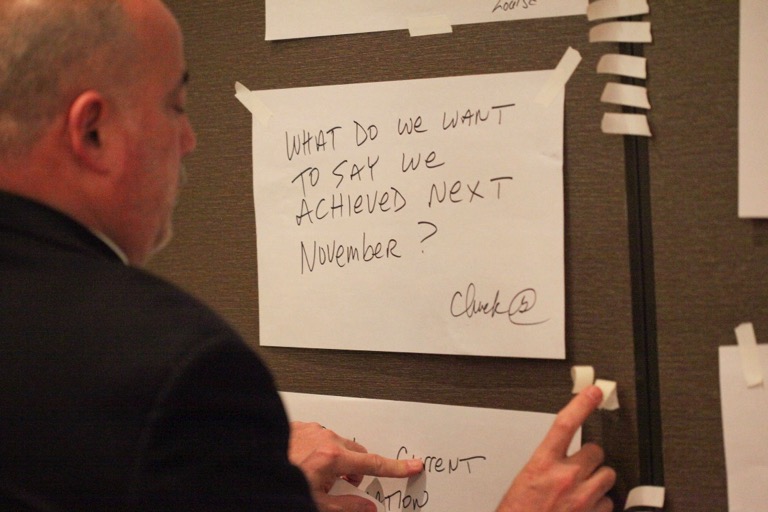
|  |  |  |
| --- | --- | --- |
| ID# | Topic Category | Description |
| 3A | User needs | How to tie Transportation Industry - trucking information // How to tie in container industry information |
| 3B | User needs | Geography - original, destination(s), entry points, routes to destination, where kept/working, suspect geo info |
| 3C | User needs | Who can access the centre? How do they qualify? // Who gets first access? Immediate Need? // Accessibility - not everyone has the same resources - financial or technological) // How do we motivate change in "red tape" policing environment that is already facing an archaic challenge in keeping up with the data/information/technology society? // Are there "rules" on who is allowed to be a member of any of the working groups? // Member services coordinator - needs assessment on members; - philosophy that should be used across members; develop memberships and trainings for members |
| 3D | User needs | Who has the data // For those agencies/NGOs etc that have data: 1. are the willing to share for the purposes of this centre? 2. on what basis would they be willing to share? 3. Privacy concerns // The sources of information will be collected must be identified // who has the needed data, and can/will they share it? // Data fusion - confliction/intersects/ breaking data silos; data sources: NGOs, Govt, etc... // Using Every human trafficking awareness talk as an opportunity to intelligence gathering (hand out an information sheet for people to tender information) |
| 3E | User needs | Communication between specialties (both for investigative needs and for operational needs) // coordination of members of each sector (law enforcement, govt, ngo, victim services) - to reduce duplication, to complement each other, reduce competition for scarce resources // inclusive of as many expertise fields that can shed a light, offering understanding/knowledge: therapist, statisticians, economists, mathematicians, sociologists, historians, analysts, public health experts, grass roots community, spiritual/religious communities, artists, IT, pediatricians, school systems, anthropologists, philosophers, stay at home parents, sports figures and public persons, researchers, former converted traffickers, all others who might not be working directly/currently with trafficking focused agencies |
| 3F | Other | How to ensure a suitable and fair trade center with a sustainable technology that is without human trafficking ? |
| 3G | User needs | VICLAS needs to be used immediately to assist investigators // Investigation techniques / covert methods // Identify uniform effective investigative and prosecutorial techniques to disrupt/dismantle human traffick enterprise example: conspiracy laws, asset/forfeiture laws, expanded sentencing guidelines, witness protection support, legal assistance treaties // Is there value in connecting with major investigations currently underway? Can current investigations be linked? |
| 3H | User needs | How to store current trafficking ME methods and make them accessible to the right source / agency // Process to ensure use of "Best Practices" especially with victim contact // Model of best practices standards in each category of service (legal, law enforcement, social services, employment, housing, financial, corporate responsibility) // One platform for sharing ideas/best practices: social media for anti-traffick community, plugging into each others resources/events/ideas |
| 3J | Running the Centre | Governance/oversight // cross-section of sectors and countries represented in governance structure to ensure all sectors, pillars and global perspective maintained // Identify and allocate a country or region-specific coordinator who facilitates the mandate of the centre // responsibility, command control, oversight // what business processes need to be in place in order to run the IRC? the structure of the organization will lead to roles and responsibilities // How to avoid duplication of efforts? // Task Force Model - implementation in golden horseshoe, Ontario, Canada (for enforcement/investigation) // Country/regional coordinator to manage proactive and reactive intelligence and communicate that to the centre // decentralized structure vs centralized - how country/culture specific info will be shared? |
| 3K | Managing the Information | Build partnerships (law enforcement, government, NGO, Victims services, etc) (local, national, international) // Partnerships who will try to obstruct vision - how do you deal with them as they can consume valuable time and energy and damage funding? // Engaging with leaders/experts whose work has led to dynamic change // How to build capacity of operation and avoid territoriality |
| 3L | Running the Centre | Where will the centre be located? Does it have to be anywhere? // What are the pros and cons of physical location vs a virtual network of existing networks? // HQ and regional offices vs one international resource and coordination centre? // Office in a centralized location with possible satellite offices in various countries // Why limit it to only one resource and coordination centre - why not develop several based on the same concept spread throughout North America or wherever? |
| 3M | Communications | More victim services (coordinates, of demonstrative effectiveness, culturally sensitive, etc.) Rescue efforts, safe houses, restoration - healing centres, vocational - educational retraining. // Practices and safety protocol for housing survivors. // Support of victim - Centered intensive case management. // Trauma informed. // Cultural understanding - having a service provider who fully understands the victims cultural conditions. // How to work with barriers. |

## Round 4: Saturday 1pm

|  |  |  |
| --- | --- | --- |
| ID# | Topic Category | Description |
| 4A | User needs | Collaboration between different disciplines // Is there a place for multidisciplinary teams? Mental health; social worker; child and youth care |
| 4B | Running the Centre | International database and analysis centre with language provisions // Language - interpretation, translation // overcoming language/cultural barriers. // Interpretation and translation. (Language, culture, custom) |
| 4C | Running the Centre | How to finance this? // Start up funding and sustainable funding model? // Where will funding come from to run the centre? // Elect a female prime minister and we will get the funding for the centre // Funding: how do we allocate financial resources when we are all trying to do the same thing? resource/funding competition // funding priorities // funding for NGOs from this centre |
| 4D | User needs | Development of a worldwide database to assist victims (use DNA), ID suspects // HT Database - intelligence; suspect info; victim info; locations - movement - etc; requires trigger system - not just delivery of info; tracking system // What kind of data bases and data management tools are out there and can be used as best practices? // Utilizing effective existing tools / knowledge of what has already been done // Create a portal in a private cloud to share and disseminate Human Trafficking information among partners in IRCC // Is the central info repository - physically centralized? - distributed? - in the cloud? |
| 4E | Communications | Coordination between countries with very different capacities to act/protect/prosecute/enforce // Networking amongst user groups (and who are user groups?) // Encourage appropriate individuals, groups, organizations to be involved or increase level of engagement // How to manage all the competing interests of the currently operating NGOs etc and not detract from everything already being done? // Understanding organizational needs within and across specialties in order to work together productively // How will the RCC affect or complement the work of the HTNCC in Canada? |
| 4F | Other | We need to find a way to educate the public and the judges (justice system) on human trafficking issues and how they are a true victim crime. // How can we educate the general public regarding human trafficking - including teachers, doctors, social workers - and share all the information with the law enforcement. // More education about human trafficking to the general public. This should be done through awareness campaigns. // Building awareness of Human Trafficking Canada. // Communication to public, businesses and law enforcement. // All appropriate groups by interest, impact, involvement be kept up to date with current and successful operations and challenges yet to come. // What are all possible ways we can use technology to be all inclusive of those who can contribute, and reach out to those who are current victims as well as educate as many young people about trafficking as possible. |
| 4G | Managing the Information | use of standard data exchange formats to share information // data exchange standards - NIEM? (National information exchange model) |
| 4H | Communications | Police officers need training. They need to know how to recognize, investigate, care for victim, and they themselves need to ensure the care for themselves // Training institute: Teach liaison (law enforcement, legal, social services, housing) should have trainers in various areas // mandatory training to front line police officers and CBSA agent about Human trafficking. Most people in law enforcement still don’t know what it is. // Need decentralized training with one consistent message (about the centre and also front-line training on human trafficking) // country/regional coordinator to be well trained in context-specific issues, law enforcement and diplomacy in order to facilitate change: bottom up and inside out. // Getting UN training information to involved people // Gap analysis and training (for law enforcement, NGOs, corporate sector) // We want to ensure we don't train the suspects on how to hide the victims and we need to ensure that investigative technologies are protected - how? |
| 4J | Running the Centre | What are the primary functions (intel, victim assistance, communications/awareness, other) // Goal? Clearing house or Ops centre? // Decide on a conceptual and/or theoretical framework which will facilitate an "big picture" understanding of the centre operations Suggestion: complex systems Theory // Decide on initial focus of centre (investigative support, prevention, victim services) / What do we want to say we achieved next November? // Since data/statistics are so small/not reflecting the reality, utilize global aspect of PMO to evaluate, analyze, research cross-disciplines to learn more about trafficking and discover new ways of intercepting / combatting / preventing it // Day 1: pilot project, subject area, problem based. // What is our mission and vision statement? // What problem are we trying to solve? |
| 4K | Managing the Information | How to protect the information from negative parties // Will information be open source or membership based? // What information security protocols or regimes are needed? // How do we ensure that the wrong people can't access data from the centre? |
| 4L | Managing the Information | How do we collect reliable and valid data/information? // Finding and searching for "significant" in the "insignificant": every piece of info obtained should be validated, acknowledged, and fed into the system. // Collect better data: layer 1 - convictions; layer 2 - cases not leading to convictions; layer 3 - NGO cases (not reported/reported to law enforcement) - collect in one place for analysis // how will the data be monitored and verified? // manage trust and confidentiality with data |
| 4M | Communications | Increase of tangible comprehensive long-term services for survivors and victims. // Providing long-term guidance for victims. // As a front line worker, in where can I get help to get me through the horrors I see everyday ? |

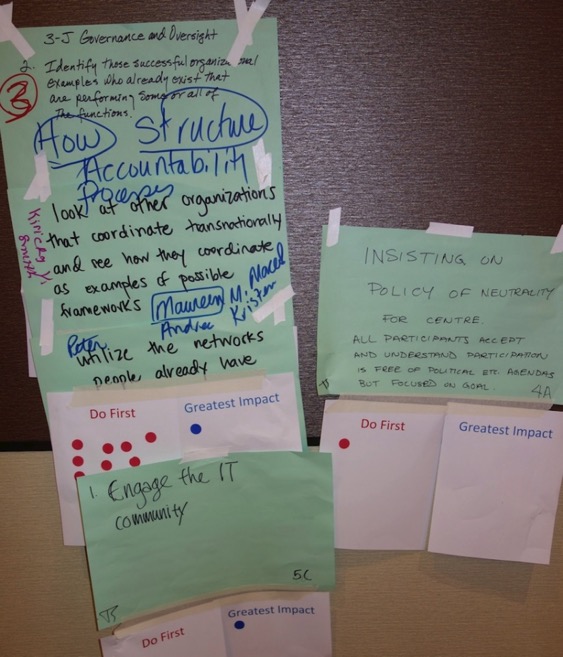
## Round 5: Saturday 3pm

|  |  |  |
| --- | --- | --- |
| ID# | Topic Category | Description |
| 5A | User needs | Intelligence - need to organize - effective use of the intelligence collection; analysis; dissemination of information (sharing); define major human trafficking enterprises; exploit open source Intel |
| 5B | Running the Centre | How would the centre be evaluated and by who? Is it working? Is it making a difference? Proof, stats, case studies…accountability? Verifying the resources and data available |
| 5C | User needs | What type of reporting products will be produced? - intelligence for LEO (Law Enforcement Organizations); - statistical reports for NGOs; - Identification of victims for services |
| 5D | User needs | Who will own the information? // Who holds the data? // Who will be responsible for managing information (ie RCMP?) |
| 5E | Other | How do you motivate public sector and businesses to get involved? (Including funding and using slave free labor) // How to get governments to move beyond announcements and pronouncements to substantive, effective action? // What would bi-lateral & multi-lateral conversations across governments (federal, provincial, international) look like? What form could they take? |
| 5F | Other | Optimally tapping into existing 'hidden transcripts', 'drug trafficking' detainees in international prisons and debriefing for intelligence (Link with human trafficking?) |
| 5G | Other | Supply chains and procurement |
| 5H | Managing the Information | Unique records - are they important? For stats, $$, programs? How can we ensure uniqueness of each record/incident? // Sharing data outside the centre (mobile devices, web-based, internal vs. public and media. |
| 5J | Running the Centre | Ability to retain most qualified personnel to staff centre and train others as well as raise awareness of HT - a global platform // staffing // cultural and professional diversity in staffing and resources available // coalition model/staff should include legal, law enforcement, social services, business, employment, housing liaisons // support (counselling etc.) for centre staff. |
| 5K | Other | Connection - Intersection with the national and regional action plans. |
| 5L | Communications | Link Interpol into process. |
| 5M | Communications | Trafficking within families. // Engage survivors and victims. // Involve victims and survivors in everything. |



# Opportunities for Action

As a part of each discussion group, the final task was to outline 1, 2 or 3 discrete opportunities for action that could help move us towards the intention question. 124 Opportunities for Action were posted, split across five potential areas of work, and are presented in Appendix C. On the third morning, the facilitators took all of the Opportunities for Action for their chosen work area to a breakout, where the Opportunities were analyzed and prioritized, to enable action planning.



# Action Planning Sessions

Participants self-selected to join one of five action-planning groups on the morning of Day 3. Aided by a seasoned facilitator, the assembled groups assessed and prioritized the opportunities for action, driving to achievable action plans in support of the intention question.

## Building the Centre

The group that convened was a highly energetic and passionate group. At the outset, they defined the broad goals that the group is trying to achieve in the coming years.

* To define and achieve a mandate
* Protect/safeguard “it”
* Provide Direction/Leadership coordination
* Create legitimacy
* Ensure representation
* Establish what needs to be communicated
* Secure funding

Once there was general agreement on the goals of the group, they quickly divided into a series of five self-facilitated groups:

1. Mission
2. Structure of the Centre
3. Operations
4. Resources
5. Funding

As each group self-organized, they used flipcharts to capture key summaries and action items from their discussions.

### Mission

* Mission statement/goals (goals, objectives/strategies/principals)
* Write and define diversity inclusion into RCC’s mission & Goals (functions/what are we looking for)
* Develop a centre to encourage participation
* Mission
  + Support
  + Resources
  + Partnerships
  + Research/analysis
  + Training
  + Pointer system
  + Facilitate
* Mission Statement
  + Overall vision
  + Problem statement
  + Goals and objectives
  + Start with deciding on the overall vision, goals, objectives
  + Then create
* Mission Mandate
  + Funding
  + Relationships B
  + Research – ongoing
  + Technology

### Structure of the Centre

* What should initial focus of the centre be?
* Ongoing training adaptation of tech to stay current
* Develop and deliver training for front line responders that integrates survivor stories
* International Intelligence (North America, South America, Europe, Asia, Russia, Africa, Australia)
* Multilayered training of many disciplines who intersect with the victims
* Group work
  + What will the centre do?
  + Identify, coordinate: training, victim services, intelligence etc.
  + Training victim services, intelligence etc. and other glo0bal information
  + Become a centre for excellence
  + Identify, evaluate current best practices and standards
  + Influence legislation and policy and research

### Operations

* Utilize best practice and Networks
* Establish Governance
* Oversight
* Define Structure accountability
* Define Process
* Principals (Neutrality)

### Resources

* Task force made up of all stake holders to determine priorities
* Engage the UN
* People who are participating in this make a commitment to keep the initiative moving forward
* Capitalize on momentum and networking taking place
* Utilize existing partners
* Group Work
  + Partnerships/group work/knowledge
    - Inventory of KSA (knowledge, skills, abilities)
    - Create immediate resource network ( key personnel, agencies
    - Build/existing database for contacts/resources etc
    - Provides contacts to others
  + Make existing resources from summit available immediately to the group
    - Build existing database
    - Build relationships/partnerships
  + Email & LinkedIn

### Funding

* Based on mission, goals, objectives
* Establish an entity
* Research all funding
* Develop funding model
* Determine $$ for centre
* $$ for summit 2014

**Group Members:**

Denise Preston – Parole Board of Canada

Brian Osborg - Durham Regional Police

Kristen Neubauer – Niagara County Sheriff’s Office

Chuck George – nowheretohide.org

Carmen Estey – RCMP

Marie Josee Fournier – TPS

George Mueller – L.A. County D.A.

Rob Delnary – Canadian Military Police

Craig Labaune – Niagara Regional Police

Andria Kenney – Stop the Traffik

Marcel Van Der Watt – University of South Africa

Pamela Bailey – PS Creative Communications

Katja Maas – Katja Maas Design

Kim Derry – IPTI/FBINAA

Pete Ahearn – Accenture

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## Managing the Information

### Data Source Inventory

**What name can we give this initiative so that everyone understands what it is?**

To inventory data sources and characteristics across all stakeholders;

* Across the multi-disciplined service providers and stakeholders
* What’s already available

**Why does this matter?**

Define what data information is: information sources 🡪 digital (data, bits) versus information/literary

Fundamental to the Centre; resource sharing

* Protect the victim by identifying the victims and the perpetrators

**What is the proposed scope of this initiative? What needs to be done?**

Broad spectrum;

* May not focus on all stakeholders on the short term; but eventually include them

Broad assessment of inventory;

* Populate template data, information requirements
* Research what’s out there

Identify the best stakeholders up-front to launch this effort

* To focus on Viclas system 🡪 information sharing
* Best chances of initial success; research of best practices

***What will make achieving the future outcome difficult?***

Long-term vision 10, 15, 20 years?

* 50, 100, 200 countries
* Numerous system/programs/inventories/databases

***How will we know it’s successful? How will we measure success?***

Short term

* Focus attention on success stories/successful sharing
* Maybe focus on Canada and US first, and then move on to other countries

Capturing the inventory of available cooperative data sources

* Estimated percentage of known sources/research results/best practices

Anecdotal basis;

* Stats; measure level of success based on the number of victims we helped

**What is the ideal outcome?**

Have confidence our the research results and a sustainable system

* Have enough information in the inventory to start our work linked to HT

**Existing tools/Infrastructure/Information and Best Practices**

**Are there existing tools/infrastructure/information, current initiatives/projects or best practices that can inform or support this initiative?**

What? “Who owns it?” Where can we get more information?

Viclas

Polaris Polaris Help Desk across the US

Freedom Registry Chab Dai Inventory of victims services (US)

IBM

Microsoft

SAS

Adobe

UN HT Report United Nations Countries Risk Report

RCMP HT handbook RCMP

\* keep in mind: we should use what’s already available 🡪 we don’t always need to reinvent the wheel

**Call for Leadership**

**Who should lead this initiative?** e.g. individual(s) or organization(s)

Working group initially led by the PMO on a volunteer basis;

* All stakeholders should be encouraged to provide input/assist the PMO/their expertise
* Hire expertise as necessary, as funding is available

**Who should be involved?** e.g. individual(s) or organization(s)

Who to approach, key players; gateways to data;

* UN
* Police Associations
* Law-enforcement,
* academic research
* technology
* private industry
* government entities

***What resources are required?***

* Volunteers
* Staff, once the Centre runs
  + Project Management
  + Expert Consultants
* Funding

***What are the next steps that need to take place in order to make this happen?***

Working plan; what approach to build the inventory:

1. Preparation of inventory
   1. Figure out what we expect to find
   2. Plan to manage what we will be collecting
   3. How we will use what we are able to capture
2. Actual creation of the inventory
3. Analysis & research of inventory
   1. Manage the community/stakeholders; reassure them that we ARE using their data

Practical terms;

* PMO responsible to refine the statements of these tasks;
  + What the priorities are
  + Initial leg work; building the framework with experts;
    - informal (non-sponsored), volunteer-based participation
    - Working groups; work plans 🡪 project management, building the framework
    - In order to empower the experts to share their expertise

***What are the specific deliverables?***

| ***Breakdown the general approach (above) into a detailed “to do” list with assigned responsibilities and deadlines.*** | | | |
| --- | --- | --- | --- |
| **Task** | **What ?**  **Task Description** | **Who?**  Who should lead?  Who should contribute?  Who should be engaged? | **By when?**  **Deadline** |
| **1** | Working group;   * Call for volunteers * Initial quick search to find the data sources * Identify the desired information/sources; contacts, type of database (victim vs. suspect oriented) * Sending out a survey; limiting the questions/focused questions | Lead:  PMO  Contributors:  Approach attendees from the Summit | Leg work; start as soon as possible |
| **2** | After action report; summarize research findings | Lead:  PMO  Contributors: |  |
| **3** | First meeting;   * working group activities; * framework | Lead:  PMO  Contributors: |  |

***Coordination and detailed further planning***

Correspondence post-summit

Begin request for contribution of databases as soon as possible (as opposed to waiting until the PMO is up and running) *Start while the Summit is still fresh in people’s mind.*

* Basic description + contact
  + E.g., Basic yes or no 🡪 Yes, I have a database. or No, I don’t.

**What is the date of the next meeting to discuss this plan?**

As soon as possible; early in the new year (2014)

**What are the objectives of the next meeting?**

Based on the feedback of volunteers;

* Assuming post-Summit correspondence will have started

**Who should attend this meeting?**

Law-enforcement, academic research, technology, private industry, government entities

**What should be on the agenda?**

Generating the first agenda for initial meeting with volunteers

Work plan,

* Call for volunteers for a working group
* Determine the action items (call for action items prior to meeting)

### Oversight Structure for Governance of Information Sharing

**What name can we give this initiative so that everyone understands what it is?**

Creation of an oversight structure for the governance of information sharing

**Why does this matter?**

Need for a main source of Information Sharing

**What is the proposed scope of this initiative? What needs to be done?**

PMO Working group:

Governance & oversight

🡪Guidance; develop a framework; project management

* Priorities (evaluation of what should be done first)
  + How to structure to capture the information
* Specialized areas
* Gap analysis;
  + Strategic planning and assessments AND sustainability long-term
  + Determine what you need to do/what needs to be done

Key function; information management

* Information management tools already available in preparation for this group

Resource planning; funding, assessment/allocation

**What will make achieving the future outcome difficult?**

Problems keeping the momentum and interest of volunteers and funding

* Virtual context versus a face-to-face meetings
* Finances

Duplicating work already done elsewhere;

* Research with other organization that ‘must’ have done some type of information gathering model (e.g., RCMP, Interpol) 🡪 approach them before duplicating our work?

Education; education on HT to get more political champions

Inter-agency competition;

* Mission conflict
* Funding competition

**How will we know it’s successful? How will we measure success?**

Long-term; if the structure stands on its own; manage the business in order to manage the information

**What is the ideal outcome?**

Functioning; effective working group

* Eventually a formal office

**Existing tools/Infrastructure/Information and Best Practices**

**Are there existing tools/infrastructure/information, current initiatives/projects or best practices that can inform or support this initiative?**

What? “Who owns it?” Where can we get more information

Literature should be investigated, short/medium/long-term 🡪 research group

* Research best-practices to manage the function of information management

**Call for Leadership**

**Who should lead this initiative?** e.g. individual(s) or organization(s)

Working group initially led by the PMO on a volunteer basis;

* All stakeholders should be encouraged to provide input/assist the PMO/their expertise
* Hire expertise as necessary, as funding is available

**Who should be involved?** e.g. individual(s) or organization(s)

Who to approach, key players; gateways to data;

* UN
* Police Associations
* Law-enforcement,
* academic research
* technology
* private industry
* government entities

**Describe of General Approach to getting this done**

Phased implementation of governance of governance structure that will lead to a comprehensive institutionally tailored management framework for information management for the Centre

**What resources are required?**

* Volunteers
* Staff, once the Centre runs
  + Project Management
  + Expert Consultants
* Funding

**What are the next steps that need to take place in order to make this happen?**

Come into this with a clear expectation

**What are the specific deliverables?**

| ***Breakdown the general approach (above) into a detailed “to do” list with assigned responsibilities and deadlines.*** | | | |
| --- | --- | --- | --- |
| **Task** | **What ?**  **Task Description** | **Who?**  Who should lead?  Who should contribute?  Who should be engaged? | **By when?**  **Deadline** |
| **1** | Post-seminar correspondence that will solicit input or cooperation from key participants | Lead:  PMO  Contributors:  Volunteers |  |
| **2** | PMO volunteers to flesh out an interim information management structure;   * To manage the deliberate creation of an information management function for the Centre | Lead: PMO  Contributors:  Experts in the business of management information |  |

**Coordination and detailed further planning**

**What is the date of the next meeting to discuss this plan?**

As soon as possible; early in 2014

**What are the objectives of the next meeting?**

Seeking concurrence for an outlined structure for the information management function

Confirm the list of priority projects that the information management team will undertake

**Who should attend this meeting?**

Project management experts

Meeting with technical working groups to determine whether the priority tasks are feasible

**What should be on the agenda?**

Informal meeting;

* How to develop the management framework
* Seeking input from participants
* Timelines
* Discussion expertise required
* Initial discussion of information management task ;
  + Inventory
  + Research on data sharing
  + Policies

**Additional Notes:**

**Participants**

Evan Diamond (Microsoft Canada)

Doug Platon (IBM)

Dale Peet (SAS Inc, Retired Michigan Police)

Jevin Maltais

Andrew Allsopp

Evan Diamond

Cathy Bawden (Durham Regional Police)

**People wanting to be added**

* Jevin Maltais – [jevin@quickjack.ca](mailto:jevin@quickjack.ca)
* Cathy Huynh – [chuynh01@gmail.com](mailto:chuynh01@gmail.com)

## User Information Needs

1. **Purpose and scope**

We need to be sure that the center address the user need, make sure that it is need driven. Make sure that the right stakeholders are represent.

* Need of information;
* Resources of information; and
* Categories of users.

1. **Who are the users?**

* Law enforcement ( leaders and frontlines)
* Criminal justice system
* NGOs ( different type of NGOs, service awareness and referrals, human right , they all need different information)
* Public
* Government- politician – in the polici side
* Government – agencies
* Victims / survivors
* Private sectors
* Faith organization
* At risk population
* Schools
* Research community
* Frontline (law enforcement and NGOs side)
* Marginalize group
* Refugees center

1. **What type of information is needed?**

* Telephone directory for human trafficking – list of NGOs, private sectors, law enforcement
* **Best practices** 
  + Legislation from different countries/ legislation
* Services for victims , law enforcement and NGOs
* Repertory of the Hotlines
* Training – law enforcement- front line – border services – private sector in vulnerable sectors
* Supply chain, preventive measures
* Multi language
* Fair trade initiative
* Information on all category of Human traffic, labour
* Funding
* Long term services
* Services when victims don’t go to police
* List of international resources/ trusted resources
* Database service
* For specific communities and marginal group
* Information sharing, methods, protocols, agreements.
* Leaders/ champions in various government area
* Intel information
  + Investigation method and tools
  + Exchange of database
  + Case, offenders and victims
* **Other types of information** 
  + Repository of communication, campaign, public awareness, education (CCR have a resource database)
  + Linkage between HT and other criminal activities
  + Social media- what is trending
  + Case information
  + Alerting
  + RFI- ability to call out to the community of users
  + Research report – new, ongoing and past research
  + Very specific information needs for marginal group

1. **Vision for information sharing**

* How to make sure that: the right information goes to the right person at the correct time.
* Respect the privacy/ all stakeholders, contributors.
* Accurate data , up to date
* Timely access
* Useful information, in service of the victims/ survivors safety
* Accessible language, technology, ability to share
* A sense of belonging and responsibility in the sharing of data/info
* User are supported by accessible tools and training on what and how to share
* Should be share to does with the right intention – we can do that through application their going to be a screening process, there should be a way of pulling it away (banned from the site, etc.)
* Those who contribute to the data own the data - who own the data? Usually the person who provides the data should own the data, they should be responsible of uploading it, and self-manage it.

1. **Where do we start?**

* What are the pieces of information should be gather in the shorter when the user want
* We will use already the information that is there, so start sharing the information. Even if they are reluctant to give their information (like the police) we at least know it is there
* Create a user need working group (that representing all the user group, managing size, cross jurisdictional and cross disciplinary)
* We have to define the list of users
  + Who they are, what they need, are they engage, and what info data they have? Need? Willingness to share?
  + Their identified needs, gaps and available information.
* Communicate with user on: purpose, goal, vision, what we are aiming to do, how they can contribute, what we are doing with the information, how we will protect their information
  + Focus on the easy found of public information
  + Then work on data that can be shared, restriction, agreement, etc.
* Create a survey the community of stake holders ( start with who is here and their network) on
  + The first part is what is out there:
    - Data they hold and willing to share
    - Data they hold challenge to share
    - Their mandate and services
    - Contact resources
    - How they have their funding
    - Their priorities and initiatives
    - Success stories / case studies
    - Methods and tools , best practices
    - Current barriers challenges to sharing
  + Second part is what the user needs gaps and tools.
* Define under what condition the data owners are willing to share
  + Public database, and how to access it with the approbation of the data owner
  + We want to ensure communication among user to access classified information)
* Because data do not talk by themselves, we need to put them into context. This lead us to how to manage the data received.
* Focus on best practices for information sharing, as they already have prove that they are efficient in that area.

1. **How to make this happen**

* work with colleges and universities , coop programs, master, phd degree, research center with university ( include : human right, legal, IT, engineering, social work, criminology, other field of studies)
* Start with those who are already engage
* Create an initial users presence to part people to find info
* Create a working group to move this forward

1. **Existing tools, in initiative to inform this activity**

* Polaris project
* Canadian council for refugees ( is developing a database in HT)
* National coordination center for Human Traffic ( RCMP)
* The blue campaign
* The UN
* International immigration association
* World bank
* International Labor Organization(UN)
* Government
* USA tip Report
* Embassies and international liaisons
* Threat and risk assessment
* Amnesty international
* Human right watch
* Coalition against trafficking in women
* Child exploitation groups

1. **Challenges**

* Upload the information- time required to feed info in and to manage the information
  + Need a way to do it easily + reduce duplication
  + Ensure that there is a usefulness and that they get something out of it
* Make sure it is user friendly
* Expertise/ ability to provide info
* Having the infrastructure and technology support
* Language barrier – make use of international resources, other resources, find work around only have to translate once, the software can be risky.
* Volume of data is too high
* Keep out the bureaucratic management
* Various information voice, photos, video
* Multi- means of access – web, phone, application
* diversity of user and their needs
  + so need to prioritize the information and demonstrate value all the user
* we don’t only want to collect information but also meet the needs of all users
* challenge with multi lingual, as it is a global initiative not take the responsibility to translate to every language

1. **First meeting of working group**

* Who should be leading it?
  + It has to be a lead that is horizontal, a representative group.
* Defines objectives and guiding principle
* Identify priorities
* Define working group procedures/ logistics
* Define timeline
* Membership – do we have the right people
* Do we have funding?
  + Can we define agreement to get funding
* Define work plan, define roles, responsibilities
* Next steps
  + How to ensure communication with other group (working group, PMO, etc.), IBM have a lot of tools, that might help non for profit organization
  + How to coordinate the working group, how they will work together (co-chairs, leader?)
  + How is this group represented in the government of the center, and all is the user needs represented
  + How will are measure success
    - Progress report
    - Evaluation
    - Base on objectives
  + Success elements:
    - Are the user using it
    - Are people sharing data,
    - Type of data people use,
    - Are people accessing the information
    - Information on success stories that happen with the help of the information

[Missing who attended]

**Added names:**

* Jonathan Martin – [jmart191u@gmail.com](mailto:jmart191u@gmail.com)
* Candice de Montigny – [Candice.demw@gmail.com](mailto:Candice.demw@gmail.com)

## Communications

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| **What name can we give this initiative so that everyone understands what it is?**  Strategic Communications Planning |
| **What is the proposed scope of this initiative? What needs to be done?**  **Do First List**   * Corporate world * Education/school youths (health care, hotels, justice, police) * Legislation * International training for first line responders * Convincing superiors or stakeholders * Victim centered laws * Develop corporate leaders   **Greatest Impact List**   * Target corporate world * Global awareness campaign (global hotline) * Public awareness via media * Legislation   **Targeted Audiences** (Top Groups)   * Youth * Corporate Leaders * Law Enforcement/Justice System * Legislators * Frontline Services * Victims * General Public   **Audiences**  Who do we need to reach? And what do we want them to do?   * Start off on the basis that everyone we will be in contract with will need basic training on education to get everyone on the same level * Large difference between education/training and awareness   Youth (High school and middle school)   * Form clubs or groups that can discover, discuss and disrupt * Appropriate actions after discovering * College and universities   Corporate leaders (backpage.com, google)   * If we include everyone in the corporate area than the message getting through to everyone increases very significantly in terms of difficultly * Focus on airlines, hotels, music and professional athletes * Demand moral compass and decision makers * Partners who can provide us with resources (IT, expertise)   + Wall street journal: full ads or google: for mapping * Education and awareness   Law enforcement (boarder services, international policing, immigration, etc.)   * Proactive identification * Prosecute offenders * How to investigate * Make data available for tracking * Develop skill sets * Education and awareness   Justice System (judges and prosecutors)   * Aware of the social dynamics * Similar to domestic violence (why doesn’t she just leave?)   Indigenous people & Migrant worker (both groups need messages but how message is presented should be tailored to each group)   * Recognition * Self protection * Reporting * Taking action   Public/consumer   * Wise decisions * How much impact our consuming has on the issue * Take responsibility/share the message   + Aware of fair trade items (chocolate, diamonds, coffee, etc)   + Needs to be everywhere but start with the developed world * Perpetrators   Victims   * Reporting * Self protection * Reporting * Action   Frontline workers   * Social workers, NGOS, health care, etc (including law enforcement)   Legislators   * Regulating/policies (ie private massage parlors)   ***What will make achieving the future outcome difficult?***  Basic education for everyone involved in the future to bring us to the same level  Messages for everyone/each group need to be tailored to the specific groups (i.e. message for youth won’t be the same message for policing)  Challenges:   * Denial (lack of commitment/don’t know and alternative reality)   + 80% don’t know while 20% don’t care * Conflicting priorities   + Corporate leaders, legislators, schools, law enforcement….everyone but victims * Funding   + Rarely a surplus of money * Unintended consequences   + Messaging could make perpetrator smarter   + Learning from similar experiences (use domestic violence)     - Changed messaging and focus; focused on the perpetrator * Non duplication   + Collaborate so don’t create multiples of the same thing * Cultural barriers   + Language   + Customization to each country |
| **Ideal Future Outcomes** |
| **What is the ideal outcome?**  Prevention + Reducing Harm=Stop Traffick |

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| **Existing Tools/Infrastructure/Information and Best Practices** |
| **Are there existing tools/infrastructure/information, current initiatives/projects or best practices that can inform or support this initiative?**  Simplifying Communications (How Do We Reach Our Groups?)   * Social media (twitter) * Existing pamphlets of communication   + RCMP already has them   + Information in them is complete and accurate   + LinkedIn.com: running the centre group attempting to create a closed group for everyone at conference to communicate * Celebrity Focus * Existing school programs   + Get into curriculum   + Very difficult to get into the schools (letters home needing permission, material needs to be approved by board)   + Youth groups could be more effective than the teachers     - Private schools easier to get into first because don’t have same restrictions   + University/college students can run with the topics; may have connections to get back into their high schools to teach the high school students     - Add it to the university curriculum * Executive champions (ie someone like Bill Gates)   + Tap into HR meetings/conferences for larger corporations   + Business associations or business of commerce * Legislators/law enforcement should be going the work of the public * Front line services   + While still in education   + Continuing education/certification * Attorney general: funding programs * Victims all apply   + Mass information: radio, tv, bill boards, newspapers * Public all apply   + Mass information: radio, tv, bill boards, newspapers |

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| **Call for Leadership** |
| **Who should lead this initiative?** e.g. individual(s) or organization(s)  Yvonne will convene the first meeting  **Who should be involved?** e.g. individual(s) or organization(s)  This is the communication’s working group from the session:   * Cathy bawden * Lambia Karitsiotis + * Sanie bayer * Adri Carlson * Yvonne bean * Shannon Murray * Christina Harision-Benard   Plus these names added at the end of the conference:   * Diana Anikina – [Diana.anik01@gmail.com](mailto:Diana.anik01@gmail.com) * Stacey Grilo – [Stacey.grilo@strathcona.ca](mailto:Stacey.grilo@strathcona.ca) * Rob Delaney – [Robert.delaney2@forces.gc.ca](mailto:Robert.delaney2@forces.gc.ca) * Eleanor Thomas – [Eleanor.thomas@psagroup.com](mailto:Eleanor.thomas@psagroup.com) * Katja Maas – [Katja@katjamaasdesign.ca](mailto:Katja@katjamaasdesign.ca) * Yvonne Bean – [Ybean@Helmsbriscoe.com](mailto:Ybean@Helmsbriscoe.com) * Lambia Karitsiotis – [Lambia.Karitsiotis@ontario.ca](mailto:Lambia.Karitsiotis@ontario.ca) * Cathy Bawden – [Cathybawden844@drps.ca](mailto:Cathybawden844@drps.ca) (?)   ***What are the specific deliverables?***  Best Practices:   * Learning from how domestic violence was handled * Messaging from MADD campaign and how it is so wide spread   + Use stories and emotional tactics   + Taken 3-4 generations to get to its point   + Use shock tactics, ie smashed cars at schools   + Acronym recognizable and symbol everyone knows   + Logic cannot be refuted * Shock vs normal images   + Respecting the victims while still being effective   + Poverty images or bloated bellies is shocking but effective |

| ***Breakdown the general approach (above) into a detailed “to do” list with assigned responsibilities and deadlines.*** | | | |
| --- | --- | --- | --- |
| **Task** | **What ?**  **Task Description** | **Who?**  Who should lead?  Who should contribute?  Who should be engaged? | **By when?**  **Deadline** |
| **1** | - Clarify what information will be distributed before that happens  -Look at what is currently out there  -Tweak the information that is already out there to better fit | Lead:  Contributors:  The Communications  working group | Within the next 12 months |
| **2** | - Establish charitable organizations (hopefully being covered by the Running the Centre group) | Lead:  Contributors: Running the  Centre Group |  |
| **3** | - Focus on the victims | Lead:  Contributors: Communication’s working group | Within the next 12 months |
| **4** | -look at corporations to get them involved from a funding perspective  Ie hope they are able to fun any type of communication we distribute | Lead:  Contributors: Communication’s working group | Within the next 12 months |

| **Coordination and Further Detailed Planning** |
| --- |
| **What is the date of the next meeting to discuss this plan?**  Meeting will occur within the next month |
| **What are the objectives of the next meeting?**  General discussion and agreement on next steps |
| **Who should attend this meeting?**  This is the communications working group:   * Cathy bawden * Lambia Karitsiotis + * Sanie bayer * Adri Carlson * Yvonne bean * Shannon Murray * Christina harision-benard   Plus these names added at the end of the conference:   * Diana Anikina – [Diana.anik01@gmail.com](mailto:Diana.anik01@gmail.com) * Stacey Grilo – [Stacey.grilo@strathcona.ca](mailto:Stacey.grilo@strathcona.ca) * Rob Delaney – [Robert.delaney2@forces.gc.ca](mailto:Robert.delaney2@forces.gc.ca) * Eleanor Thomas – [Eleanor.thomas@psagroup.com](mailto:Eleanor.thomas@psagroup.com) * Katja Maas – [Katja@katjamaasdesign.ca](mailto:Katja@katjamaasdesign.ca) * Yvonne Bean – [Ybean@Helmsbriscoe.com](mailto:Ybean@Helmsbriscoe.com) * Lambia Karitsiotis – [Lambia.Karitsiotis@ontario.ca](mailto:Lambia.Karitsiotis@ontario.ca) * Cathy Bawden – [Cathybawden844@drps.ca](mailto:Cathybawden844@drps.ca) (?) |
| **What should be on the agenda?**   1. Review the proceedings of the communication discussion 2. Confirm priorities 3. Agree on responsibilities and tasks 4. Coordinator with the PMO |

## Research

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| **Action Plan** |
| **What name can we give this initiative so that everyone understands what it is?**   1. Global Anti Human Exploitation Library 2. Define TLST Position on Scope and Nature of Worldwide HT Research. |
| **Why does this matter?**  **1) Global Anti Human Exploitation Library**   * Raise awareness of understanding; * Avoid duplication of research; * Allow collaboration; * 0Provide easy access and traceable accessible to information;   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * We need to provide resources and help coordinate efforts to stop Human Exploitation * Giving credibility; * Fill in the gaps; * We want to increase the ongoing dialogue and discussion; * Allowing organic involvement;   **What is the proposed scope of this initiative? What needs to be done?**  **1) Global Anti Human Exploitation Library**   * Existing projects need to be integrating into this one; * Information need to be accessible in different languages = interpreted, etc.; * Accessibility for disabilities; * Define what mediums; * Determine the tools; * Collaboration with the IT sector, in order to determine our capabilities; * Build capacity for partnership; * Identify collaboration to build capacity, in order to define where our capabilities are; * It has to be the ultimate resource that everybody wants to join; * The web page needs to be easy to load and very simple, in order to make it accessible everywhere around the world; * Work in collaboration with IT; * Identify what types of partners we have; * Identify what type of data;   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * Scope is to be organic and not restrictive; * Create an environment where information circulates; * Have annual reviews of the mission; * We need to think outside the box; * Create a list of what the resources are; * Do a gap analysis; * Evaluate if our actions are relevant; * Methodologies that get to what you see as a vision = accessibility, credibility, etc.   ***What will make achieving the future outcome difficult?***  **1) Global Anti Human Exploitation Library**   * Money; * Politics; * Jurisdiction issues/challenges; * Ownerships; * Ability to collaborate and get together; * Time; * We need to make sure that the information does not leave with all the knowledge; * Ensure that there is a transfer of knowledge; * Property Law;   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * Time, money, etc. * Limitations of ethnics, in terms of research, etc.   ***How will we know it’s successful? How will we measure success?***  **1) Global Anti Human Exploitation Library**   * Assess how many hits we get on the site; * Resistances; * Number of partners and collaborations; * Effectiveness of access; * Research numbers; * Ensure inclusiveness of information; * Being apolitical, being sensitive that the topic is studied by a wide range of perspectives, recognizes that human trafficking is multidisciplinary, * Respect different perspectives   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * We need to establish a model first; * Developed a work plan with clear goals and targets; * Recognize that we need realistic goals and timelines; * Continued commitment to the project; * When we find the right tools, right materials and right people; * Evaluation needs to be done over the entire process; |
| **Ideal Future Outcomes** |
| **What is the ideal outcome?**  **1) Global Anti Human Exploitation Library**   * Make it legitimate * Be globally accepted by everyone; * Look at the diversity of people; * Have participants that are fully accessing it and contributing;   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * Reduce Human Traffic; * Produce some form of answers to this global crime and to the global community that deals with it; * Credible, reliable, legitimate services; etc. * Draw all experts together to gather all their researches and knowledge… in an ideal world; |

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| --- |
| **Existing Tools/Infrastructure/Information and Best Practices** |
| **Are there existing tools/infrastructure/information, current initiatives/projects or best practices that can inform or support this initiative?**  **1) Global Anti Human Exploitation Library**  Those who identify the existing tools would disseminate further information on those tools and forward that information to Kristie (co-lead with Keith).   * Freedom Collaborative: [www.freedomregistry.org](http://www.freedomregistry.org); = **Kristie** * Global Alliance on Trafficking and Women; = **Allison** * Freedom Registry: [www.freedomregistry.org](http://www.freedomregistry.org); = **Kristie** * Max Plan Society; = **John** * American Military University (Academic Institution) = **Keith** * Portuguese Software of Social and Economic Profiling owned by Daniel Wrabetz; = **Andy** * Hunt Alternatives Fund Demand Abolition; = **Alexa** * Polaris; = **Kristie** * UNITAR; = **Lilia (lbena041@uottawa.ca)** * LASTRADA = **John** * Liberty Asia = **Kristie** * Universities = **Alexa** * Center for refugee studies (data base of universities’ centers) = **Allison**   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * The United Nations aspire to such an ideal; = **all** * Research experts = Max Plan Society; = **John** * Access to the research; * Media; * Parliament; |

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| **Call for Leadership** |
| **Who should lead this initiative?** e.g. individual(s) or organization(s)  **1) Global Anti Human Exploitation Library**   * TLST; * Open Portal? Vs. Keeping it within the Center = DEBATE; * The Group of Experts Not Trafficking an human Beings in Brussels;   **Who should be involved?** e.g. individual(s) or organization(s)  **1) Global Anti Human Exploitation Library**   * Who is the “target costumer”? * Committees of already recognize intellectual experts = multidisciplinary;   **2) Define TLST Position on Scope and Nature of Worldwide HT Research.**   * We can reach out to the PDH and Graduate Studies to have the work done = resources intensive activity; * You give students the opportunity and some great ideas come out from such a collaboration; |

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| ***Describe the general approach to getting this done.*** |
| ***What resources are required?***  **1) Global Anti Human Exploitation Library**   * Money; * Expertise; * Physical space; * Staff;   ***\*\*Everything after this point is for 1) Global Anti Human Exploitation Library, as the second initiative planning ran out of time.***  ***What are the next steps that need to take place in order to make this happen?***   * Collaborate with funders and existing programs; * Collaborate with philanthropies; * Contribution with different governments, etc.;   ***What are the specific deliverables?***   * Current up to date knowledge; * Current state, practices, research, etc.; * This will be a center of excellences; * We want to have access to victims; |

| ***Breakdown the general approach (above) into a detailed “to do” list with assigned responsibilities and deadlines.*** | | | |
| --- | --- | --- | --- |
| **Task** | **What ?**  **Task Description** | **Who?**  Who should lead?  Who should contribute?  Who should be engaged? | **By when?**  **Deadline** |
| **1** | Involve other experts’ academics, etc. We need to communication to the world our projects and get others involved.  We need to launch an event to attract people;  CNN should do a documentary on the center itself; | Lead:  UN, CNN,  Contributors:  Celebrities, etc. could help; |  |
| **2** | Create a working group.  Use our own contacts and network as members. | Lead:  Contributors:  Communications as well as part of running the center. |  |
| **3** | Set a Communication Plan. | Lead: Representative of this group  Contributors: |  |
| **4** | Collect data | Lead:  Contributors: |  |
| **5** | Address the research with research group;  Identify the goal of the group; | Lead:  Contributors: |  |

| **Coordination and Further Detailed Planning** |
| --- |
| **What is the date of the next meeting to discuss this plan?**   * Beginning of 2014 = after December 2nd. |
| **What are the objectives of the next meeting?**   * Identify resistance; * Identify funding; * Create a work plan; * Identify priorities; * Assign responsibilities and specific tasks; * Intersect with other sectors; * Name/Identify a leader; * Clarify resources; |
| **Who should attend this meeting?**    Everyone at the initial session, plus:   * Vernoca Costea – [veronica@mcis.on.ca](mailto:veronica@mcis.on.ca) * Candice de Montigny – [Candice.demw@gmail.com](mailto:Candice.demw@gmail.com) * Jonathan Martin – [jmart191u@gmail.com](mailto:jmart191u@gmail.com) * Marcel van der Watt * Andy Desmond * Elise Wohlbold – [e.wohlbald@pact-ottawa.org](mailto:e.wohlbald@pact-ottawa.org) * Donna Watson-Elliott – [Watson-elliottd@Ottawapolica.ca](mailto:Watson-elliottd@Ottawapolica.ca) |
| **What should be on the agenda?**   * Structure; * Resources; * Goals and Objectives; * Short-terms and Long-terms goals; |

**Additional Notes:**

Kristie is willing to take the leadership on this data.

# Closing Remarks

The following highlights some of the comments made by the participants during the closing moments in response to three questions: “What happened? What’s different? What’s next for you?”

**What happened?**

* A bunch of people provided input on what they know and their experience with HT, and compiled to generate ideas
* Made a lot of friends, contacts, and networks
* This was unprecedented and historical. A milestone, it’s unforgettable. When someone writes a future review on work done, they’ll look at this as key
* Learned a lot from all the roles everyone plays in the fight against HT
* Learned more in 4 days than 24 years of law enforcement – shows that communication and outreach, is key to success
* Developed goals and objectives
* We’re all plank owners of a new international centre
* We came together in a synergetic and passionate way
* A safe and unique environment was created to share our resources and gain awareness.
* I learned tenfold more about HT, gained so much contacts
* Great networking
* I woke up to the issue
* An excellent process
* There was a lot of different input and opinions brought from the huge amount of backgrounds
* (I practiced a lot of my English) – networking with people was great
* Incredible amount of work thanks to this unique process
* I’ve been waiting for 10 years for this to happen, and I’m thrilled that it’s happened
* Familiarity with the topic and each other – built a camaraderie
* Understood a lot more about the issue, what exists, and what’s happening right now
* I came in as ‘an outsider’, but it has been wonderful. I’m almost ashamed to admit I didn’t know the depths human kind can go to, and I’m thrilled to see that this is coming together.
* Work is going to complement and build on the Canadian action plan
* We’ve already started many parts
* Everyone openly and willingly was willing to work together
* As an outsider to this issue area, I tend to look at success as through management process, governance, frameworks, etc – we’re organized, focused, and leaving as a team. It’s great
* Everyone paid a lot of money to work your butts off
* Human beings came together and made something real
* International and diverse perspective was valuable.
* Quality of networking was much higher, it felt more sincere and inviting. It felt more positive and different. We’re the beginning of a process – it’s an exciting part, and we need to all be a part of the process together
* A lot of passion and a lot of learning
* A huge sigh of relief for a moment – there were lots of times where I wasn’t sure if this could happen, but it actually happened. It’s been amazing.

**What’s different?**

* I have a different perspective on HT
* How this was done – here had a huge result that has already started – much better than other conferences
* A plan of action has started
* The facilitated process is to be commended
* The facilitation and structure of the meeting was much more inclined to be productive and I appreciate that
* Diversity of people and backgrounds and information
* There actually is more focus, we see what we have to pursue and what’s been created
* I’m smarter now
* The beginnings of a specific, tangible entity
* We know so much more about HT now
* Went from “I don’t know” to tangible actions in a short period of time
* Vision has become tangible, that’s great
* Everyone had something of value to bring. Everyone was engaged and everyone was involved
* I’m fired up about this issue
* Law enforcement is scattered over the country, and I saw what people can do
* We really tackled a lot to start working at the intention question – we put wheels on it and now lets put the motor on it
* The hardest we’ve ever worked at a conference, and we’re starting to make a difference. This is the start of a big difference
* I’ve never worked so hard at a conference – but I really enjoyed it, and it’s tangible
* This was unique and different – brought a lot of smart people and hashed it out
* This conference was entirely different – no conference, summit, or gathering, now I have lifelong friends that I’m walking away with.

**What’s next?**

* People have to commit to what they said they’d do
* Reflect and figure out what I can do
* Continue the growth, development, training, and move forward
* Stoke the fire, keep it going. We shouldn’t wait a year to meet again – even if not face to face we should meet
* Because of the structure of the meeting and the right people being here we went to action
* Stronger, together, we move forward with a vengeance
* A lot of work, but good tangible results
* A lot of work, camaraderie and fun,
* I’m fired up and engaged and looking forward to working on the issue ( in the next summit in California)
* Once the actions of these different committees go into place, how do they intersect with what exists
* We can move that mountain together, keep up that good work and supporting each other
* We’ve been standing on one leg for a long time, and this can help change that
* Can’t wait to keep talking together (via email), and seeing you in 2014
* Watch out!
* Industry can be better equipped to deal with this, and we can make this happen
* Do everything I can to make sure that me, and maybe my company, can push this forward.
* Approach corporate sponsors to say “how can you not be investing in helping this”?
* Don’t stop after you leave here today – if you’re in my city, call me up and let’s keep collaborating
* In LA, we could host this and really push it to another effort, and I’m serious that I can help this happen
* Get more involved
* Make sure we can keep connecting and moving forward
* Carry on the organisation and structure so it doesn’t falter
* Use our network and resources
* WE need to do this – let’s do it
* We’ll know tomorrow, but the list is comprehensive and I hope we don’t get discourage – be passionate and keep ourselves healthy so we can do the work long-term and not burn out in the process
* Clarity on what the mission is and using the network to build from there
* A good night’s sleep, then going to the next phase

Appendix A: Participants

|  |  |  |  |  |
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Appendix B: Discussion Summaries

| **Round/Group** | **Topic** | **Description** | **Current Situation** | **Desired Future State** | **Move to Action** | **Opportunities for Action** |
| --- | --- | --- | --- | --- | --- | --- |
| 1-A | What information do we need to share? | Global information sharing information between law enforcement and Social Services.  What information we can share/not share on:  • Victims/threats - demographics  • Criminal enterprise  • Tradecraft  • Consumers  • Offenders | **In general…**  Encountering barriers to assist victims as they do not have enough information or centralized database for the following:  • Name, date of birth, special characteristics, background information  • Associates of the victims will help locate movement of victims  • Behavioral interview of victim – capture their stories how they became a victim, how they were lowed into prostitution  • Cultural background information  • Interpreters  • Point of contact  • Historical data  • Avenues that should be taken to have access to information  • International victim  • Domestic victim  **What is working well?**  **What is not working well?**  No capability to share best practices – what are organization doing in prevent, investigation, referral  No access to Investigation Resources:  • Accessible from different part of the countries  • Contact information for victims  • Transportation how the victims are moved from once place  • Patterns of movement of victims/criminals  **What are the issues and concerns that need to be addressed?**  • What type of transportation they want to use in human trafficking example airline,  • Do we want to share information with other countries  • Share information of victim – protect information who do we share it with,  • How the information will be classified  • All the information you would like to share  • Identify type of information  • How to classify information in categories |  |  | 1. Identify information that is needed, or will be needed  2. Determine how to classify information in categories, and describe why we need it  3. Identify what tool to implement to access Global information. What information can we share… and how? And with home? |
| 1-B | What data would we ideally need/want? | What data would we ideally need/want to populate into an international repository for analysis purposes specific to human trafficking? | **In general…**  • Data is very dispersed, and is held by government agencies… access to information is a problem  • Current state is somewhat chaotic because lots of data is out there, we don’t know what’s real or what’s relevant, and some agencies have data but lots of missing or unknown data. There is an absence of point information, in Canada every single police occurrence goes into a police database. If an occurrence is related to human trafficking, why can’t it go into database?  • Part of this is in educational process, we need to learn more and get others involved.  **What is working well?**  • Right now anything working well? Nothing is connected....isolated pockets of successes.... successes are localized to specific countries, heroic work by one small team but not institutionalized.  **What is not working well?**  • Definition of trafficking- We try to teach this to law enforcement in Cambodia they don’t get it  • We have 2 different types of data right now, one source is from law enforcement data i.e. arrests etc., other data is held by numerous non-profits, NGOs, next step is what data is available to us, all the different organizations need to cooperate.  **What are the issues and concerns that need to be addressed?**  • We don’t know what data sources are out there and whether they are shareable or not. There is a lot of data out there just not in a system. A lot of people claim they have data but it is anecdotal, might be good data for them but not representative of problem.  • Difference in the kind of data law enforcement vs. NGOs have. if NGOs knew what questions to ask could be better collaborations, a standard way of doing things… standard set of questions  • Key people aren’t represented here, i.e. RCMP missing people branch. National RCMP coordination center…… they aren’t even here today. National child exploitation coordination center… we don’t know what they are doing, how are they doing it? Would we like Canadian Border Service Agency data? Yes….  • What can we do quickly? Get victims identified and pointed to right services, based on who they are.  • Work with organizations to figure out what routes are used to traffick such as thru turkey, we need to know who people are, and if we have information of where they are coming through we can intersect…  • Some problems in countries like ASIA because they haven’t kept good records, especially at border crossings.  • What are available databases, and will they share with us?  • We need missing people, runaways right off the bat….and border crossing data….  • The question is are we trying to anticipate our victims?  • Continuity of information is a problem…if a girl shows up in Edmonton, have 24 hours with police officer, they travel and leave town show up in new town and they start anew. No continuity of information  • Also the victims have to come forward with the information themselves  • Rarely do HT incidents become realized at the border, some victims don’t even know they are going to become victims, usually afterwards when they are in the country.  • Financial piece is critical, where you use your credit card, cheque, if we think someone is on the move we need a subpoena, also the time it takes to get into credit card database, a warrant in Canada could take 3 months they are gone by then.  • The problem now is that a decision has not been made by supreme court of Canada on prostitution…hard for police to go to bar to investigate prostitution because it is legal…. Broken system... data is available but not to everyone….issues and concerns need to be addressed- legal cultural and trust issues.  • We have 2 objectives- from police we want to find them and bust them…….but other objective is to assist victim. Who is going to be consumer of data? Who are the customers? | **It would make a real difference if**  • If we had a global report which went to a central database (i.e. SAR reports (?)), we have information like suspected prostitute, pimp, can we share? Not necessarily. Perhaps within police services. We need to put this info somewhere in a meaningful way  • There were specific organizations not represented here, such as CNN, ABC, SkyNews, Al Jazeera, lots of different info coming out of those….big players, the UNODC, Interpol, labour association. Not only that but the UN isn’t down there on the fields, the people like world visions are on the ground, they can extrapolate from partners the UN but they aren’t on ground. People from labour and labour inspections, where are they? We need more than law enforcement. And euro border security people should be here, manpower to is a powerful organization  **Wouldn’t it be great if**  • We need some clarity and standardization. One Question is categorization – i.e. is this illegal? Agreeing on categorizations, in some countries sex trafficking but not labor trafficking is illegal, have to be aware of what legislative priorities are.  **Ideally**,  • In an ideal world we would get large organizations to sign to a charter which would allow it to be illegal to do this  • We would like all the data from law enforcements, banks, NGO’s, transportation companies, health information, some data would be specific, some aggregated, then we can start doing assumptions from that and profile potential victims, offenders hot spots etc. BUT, if you aggregate by country, you don’t break it up enough into regions within…  • It would be nice if in each country we all had a law we had to abide by on this topic  If you’re a party to human rights accord we are going to ask you to do these things…… people have to agree so has to be in some form of agreement. | **How might we get this done? Describe the general approach**  We have to start with something small and here is a way to get something in there, might just start with s and Canada....and outline what benefits are too. | 1. Determine legitimacy - what is body that is going to get data and what makes it legitimate to receive it  2. What data is out there, what is available and what are constraints to getting it?  3. What do we have to do to get data? Can we require legislation for data sets to be made available for this kind of a center to function? |
| 1-C | Clear Mandate  4 P’s -----Standards for Member Groups to be Eligible for Money | - how to determine who is eligible to receive the scarce resources and what is the “raison d’etre”/  - clear standards  - policies and procedures | **In general…**  -Currently – no international resource centre, little pockets of collaboration between groups and is between similar groups with each other (ie police groups or justice groups etc.), as a result – everyone is reinventing the wheel  **What is working well?**  Visit other centres and groups to determine what is working and steal their ideas, policies and procedures!!! Of other places….  - Some discussions have started in Canada (ie RCMP)  **What is not working well?**  Reinventing the wheel, competing for scarce money to share and do the same thing  - Not clear of what we need and what is working, what gives the biggest bang for the buck. SROI - social return on investment - is what we need to look at.  Lots or research but it is not consolidated  **What are the issues and concerns that need to be addressed?**  - What’s is the best way to capitalize on resources- not just concerned about our backyard but the bigger picture  - Localized partnerships, not international (see previous comment)  - Who has ownership of this centre?  - What voice do the NGOs really have? RCMP has limits on what NGOs can and cannot have. Would groups need security clearances? Some NGOs are working together, they may need to be vetted  - Federal laws for privacy have to be heeded (that is why the government needs to be the big dog)  - Which government? USA, Canadian, etc.  - Government point of view – what happens if that leader is removed from power? Government goes and so do the initiatives…  - Public wants government rules to manage it or they will not buy into it (legislated )  - Privacy concerns, overlap of various organizations (i.e. RCMP and others)  - How would the international thing affect the RCMP mandate?? Etc.  - We need a global mentality, not just “what’s in our own backyard.” | **It would make a real difference if…**  - Measurable outcome  - Indicators of the 4 P’s  - If we could all share information (tough with various government privacy laws)  - Each backyard must give up one person to work together i.e. each give us a body (therefore start with a task force) – and be sure to move form area to area – then intelligence is automatically shared  - Perhaps make this a tentacle of a working organization “the human trafficking section”  - Which country can prosecute them the best and let them – it doesn’t matter where they are prosecuted as long as they are  - At the end of the day they gotta save the victims – hopefully get he  - Focus must be on the victims so NOT stats focused – answer to IDEALLY of number 2  - Victim reps must be part of it too  **Ideally,**  - The centres that are already in place will need to continue to stay in place so not lose connection with victims  - Mandate of existing ones may not be the mandates that necessarily be the one ones of this centre\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  - If no government then who will go and do the work – NGO will not have the contacts all over but internationally they will | **What are we already doing?**  Polaris Project – a call centre  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Create a task force, reach out to existing centres and can we build a separate division of human trafficking in yor org  - Is there a way this new entity to fill the gaps of that is missing in other groups | 1. Do a survey of what is the current state internationally of what exists , what works well and what does not, i.e. a gap analysis  Including specific NGO gaps, criminals know where the gaps are already  2. Gap analysis  ...and once have the gaps filled is what are the prioritize  3. Task force made up of all stakeholders to determine priorities from survey & gaps. |
| 1-D | Who decides the membership structure of the Project Management Office? | | We already have a national center of Canada Info on investigations how would an International center work with users? Would the impact jobs (i.e. RCMP)? Would mandates overlap?  What does creating this office mean, and where would they take a role? |  |  |  |
| 1-E | Legal Sturcture? | Legal Structure Of The Organization/Service  Best described as what is this supposed to be.  Is it physical or virtual? | **In general…**  Believe it needs to be private/public partnership with not one entity owing it  Small core manages it.  Lead and Coordination versus Do the Work  Is it policy based or structure based?  Lobbying, Policy, Service Delivery  Is there a role for Seekers of legislation change?  If it houses sensitive data has to be a governmental organization.  **What is working well?**  Organizations already exist like this.  **What is not working well?**  Organizations are not really connected  Information sharing becomes a barrier  Sharing information to operationalize plan  **What are the issues and concerns that need to be addressed?**  Governance  Information Sharing  Key Functions of the Organization  Awareness | **It would make a real difference if**  International Organizations like the UN, NATO, etc. supported the project  If governments supported it.  If it was run out of the UN  If the Hague took the lead.  **Wouldn’t it be great if**  We had all the money in the world for this project.  There was a war against human trafficking campaign.  If we had a champion for human trafficking.  **Ideally,**  There would be a group of champions across the world who are committed to work together to combat Human Trafficking. | **What are we already doing?**  Networking  Education and Awareness [Military Police]  Educating Law Enforcement  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Someone needs to take a lead  Determine Who is the business owner?  **How might we get this done? Describe the general approach**  5 I’s getting together and determine how to best do that.  Possible model is Law Enforcement and Counter Terrorism | 1. Form a working group to take the lead  2. Engage UN  3. Engage 5I’s |
| 1-F | What are the legal /policy hurdles related to information security info sharing and privacy | Good understanding of all stakeholders’ privacy and other legislation responsibilities to report to other stakeholders – how do we deal with the legislation? Based on requirements to report vs. the wishes of the victim data | Advise stakeholders to know when to stop trying to collaborate and share information and revisit again in the future |  | **What are we already doing?**  VICLASS  [Unknown used by San Diego Police]  Clearing house of information any aspect of trafficking any person can get it (e.g. legal, service provider in USA)  [Polaris]  Share information without breaking privacy rules  [Ways and means act (e.g. crime stoppers)]  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Ombudsman best practices | 1. To create information to help an agency/stakeholder group to create an ombudsman function to identify and navigate existing system issues  2. Identify expertise, resources, help, examples, and get a list of all areas of interest to the stakeholders on how to handle the hurdles related to information security, information sharing and privacy  3. Ask stakeholders which skills and expertise(create an org chart of who can help) related and connected - regarding the information they can provide based on legal policy hurdles related to information security, info sharing and privacy  4. Create a working group to identify strategies to address the issues and hurdles tied to information sharing , privacy, and security from a victim centric approach |
| 1-G | Information/Data Security | - Large amount of information  - Dealing with privacy (protecting it)  - How do we take it and manage it  - We are talking about age, height, fingerprints, background  - 3 things (trust, are they posing a threat, are they wanted?)  - Thousands of different database (different records management for each division) | **In general…**  - Concerns toward the other countries  - Gathering true intelligence  - Hotlines are already in place  **What is working well?**  - Identity information collection (age, height)  - Technology is not the issue, but how we use it and how we use it.  **What is not working well?**  - Not everyone has access to those database  - Depending on your clearance, you can’t access  - Once information is gathered, the service tend to keep it for itself  - Sharing between civilian and private sector  - Only once a case is closed, the information is available for consultation  - 18 000 police agencies in the USA…. Working in all different ways  **What are the issues and concerns that need to be addressed?**  International borders  - Accessing information from different country  - If we want to centralize information, it will go through internet, which is kinda hard to secure.  - Educating the new legislation  - Requiring NGOs to share the information through treaties  - Access to any law enforcement should be limited through the background of the demanding party.  - Victims should be considered as secret informant to protect them if their contact dies. | **It would make a real difference if** we had access to centralized information  - Determine how would have access to those data and determine boundaries  **Wouldn’t it be great if** it was free?  - The price is a major concern to the management of the data (or new project)  **Ideally**, the legislation, the treaties, UN involvement in the writing of the legislation, the treaties.  - Interpol consulting | **What are we already doing?**  Throw other summit of this kind [IPTI]  Seamlessly share the information [Localized organization and heading for larger organization in the future]  Augment the quality of the data (based on standards)  Writing an interface to collect and share the data (based on standards)  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Getting access to the data  - Centralize data  - Locating the data  - Name a national standards  - Interpol, epic would be the best sources to orientate the data management technique (not gov.)  - Translation between all police force (on a national base or international)  - Privacy and securing the data  - Identify property and  - Business process between countries  **How might we get this done? Describe the general approach**  - Identify 3-4 primary language to establish standards | 1. Set standards (language, data storing software)  2. Speak to the NGOs  3. Identify Access Input/output security |
| 1-H | Standardizing Data Format | Different countries collect and present information in different formats, ways, languages, police records, etc.  Different meanings from person to person.  Quality of records; sloppy versus detailed. What should be detailed and what’s should | Coding standards is different from country to country. We use different systems and versions; Not everybody’s up to date with technology.  Law-enforcement view;  Universal coding;   * Eg, 911 for emergency help/call * Universal number/symbols to call attention on trafficking/multiple language available * How do we start? In which language to translate? English? * Common symbol such as an alphanumeric coding; something simple and recognized everywhere. Categorize things to narrow results * Re-educating with alphanumerical coding issues?   **What is working well:**  English speaking countries standards are similar; easier to research coding data and copy it (if you have the technology)  **What is not working well:**  Lack of technology, different languages, different coding. Different views of ‘what’s important’.   * E.g. age (in cases of disappearances; 5year old versus 16year old)   Finance; to collect data   * What’s a priority, what’s not? (e.g. aunt/uncle abusing her niece versus the big fish who are trafficking) * Who are we tracking? * Financial institutions; how we are tracking/how people are ‘hiding’ the money   Secret websites; cracking codes, bitcoins (use of black-market money)  Lack of sharing information from different agencies/ political differences   * Compatibility   Transfer of knowledge; lack of. Once a person leaves the organization/position/department, information is sometimes lost with them.  **Issues and concerns to address:**   * Education * Universal language (by coding or language or format) | **It would make a real difference if…**  A Universal coding system that categorizes the people involved/country through alphanumeric and/or symbols was created.  We had multiple language capabilities/resources ready for translation  Key word search engines/translation programs available  **Wouldn’t it be great if…**  There was enough awareness about human trafficking in order for everyone to standardize coding  **Ideally**,  It won’t take 30 years.We can get ahead of criminals in terms of technologies. | **What are we already doing?**  Investigating cases in Asia, Reporting in English/Universal language  Pacific Strategies and Assessments (PSA)  Working with companies; making them aware of forced labour  Pacific Strategies and Assessments (PSA)  Volunteer and raising public (and victims) awareness  All  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Raising awareness; if there’s more awareness, there would be more opportunities to stop this problem  Change the mindset; collectivism as opposed to individualism – aware, and helping others – more education  Getting the experts together; database/data-entry and translators – see how we can change the format  **General approach:**  Create a working groups specifically related to data coding. Get them on board, and create/change their mindset on the need for this, and what the Resource Centre does (hopes to do). Brainstorming | 1. Get international financial institutions involved to track finances/ money laundering 🡪working groups  2. Get global Internet server agencies involved with working groups  3. Get the international policy-makers involved (sharing information/privacy concerns/laws), educate them 🡪 working groups |
| 1-J | Demand and focus on consumer aspect | -The lack of research done for the pull factor or push whether for the demand for sex trafficking or cheap labor  -Not a lot of research of the consumer side ( the average white collar) | **In general…**  -Solicitation is done during popular events,  -The Johns by Victor Malorick – many of the authorities figures behind the problems are the one sponsoring  -Talked of the John’s school in Ottawa  -Red light green light movie (blurred lines of human trafficking)  -The same concept of an ethical consumer( how many slaves do you own, what kind of products do you buy)  **What is working well?**  -As a public are we all part of the demand- a new concept ( the movies we watch, the things we consume)  -Being ethically aware  -Is the objective to catch the consumer or teach the consumer?  -The Swedish model is a great model but can it be adopted in my country or will we have to revamp out legal system.  Swedish legal model focuses on the client but the Canadian legal model focuses on the prostitute what can we take from both and using them to fit our own legislation?  -Voluntary work , giving the education, on what the issues are about, (Strathcona County Victim Service  -The ethical Johns (putting the situation with those who are really offering for that system, so offering for people who are of age and who are offering these services legally)  **What is not working well?**  -If you decriminalize prostitution the demand will go up based on recent studies  -Tomatoes growing program- Seasonal Agricultural Labor program (What policies are funding the situations where, individuals are abused, are promised so many benefits but a the reality aren’t  -We need to change how view victims and survivors (illegal alien or smuggler)    **What are the issues and concerns that need to be addressed?**  The lack of research  -How can we find an alternative solution when the work is providing for their families , we have to look at the context  -We need to look at our policies and labor laws and look at how they can facilities the current system of trafficking.  -How can we give a better alternatives, looking at our legislation and policies?  -A lot of emphasis has been put on the victim, instead of prevention, so we are not always reactionary  -How can we focus on the core and address the root?  There need to be innovative programs and help with funding?  -The North American perspective as opposed to African and Asian the differences can be so contra dictionary  -Inform the public of what a victim, survivor is , to redefine the images of how they are portrayed  - Creating more movies and films like - misrepresentation |  | **What are we already doing?**  -What can we offer to those who are consumers?  -Answer :the Spoke- a lucrative bike business -  - Getting volunteers that are interested and who are willing to take time to do the on call work, main or core way to retain people is education on how it is beneficial to the society, etc (system needs to be explored )  [Strathcona County Victim Services]  Swedish legal model focuses on the client but the Canadian legal model focuses on the prostitute what can we take from both and using them to fit our own legislation  Looking at the offender – Mentorship    Proactive approach, trying to foresee what comes next  Mentorship for youth  [Safe City Mississauga]  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  -More research  -Changing legislation  -Prevention by mentoring youth | 1. There needs to be research of the perspective of the demand (how do we avoid this) Ethical reformed re-formed Johns  2. More education and outreach for youth- starting it early, getting the information to the victims (tell them to be street smart) More meetings that check if these programs accountable, global shaming (regarding labour exploitation)  3. Prevention – working with potential perpetrators, media, targeted, holding companies accountable, foreign worker programs- look at foreign worker permits with loopholes for exploitation) airtight programs , enforcing labour standards |
| 1-K | Native People Issues | • All around the world native people are victims typically in sex exploitation and labour  • The problem is that decision makers are not engaging native people in the discussion on how to share information  • Decision makers forget about the culture, economic, and environmental factors that contribute to human trafficking in aboriginal communities.  Culture, environment, economics. | **In general…**  • Native people have some excellent organization’s that are working at tackling the issue of human trafficking, however by and large, they are not engaged in other national projects looking to eradicate the issue of human trafficking.  • Federal and provincial government, law enforcement agencies need to do a much better job at engaging them in their initiatives, but there are a variety of factors that are inhibiting their participation.  **What is working well:**  •Aboriginal people are very active in the anti-trafficking community.  •Justice system is good at keeping victims together in their native community.  •Public safety Canada funds anti trafficking activities for aboriginal groups  **What is not working well:**  •Rebuild trust between police and aboriginal people as result of past practices  •Engaging men and have them contribute to why they are part of the problem in human trafficking.  •Connecting small aboriginal agencies to larger aboriginal agencies and law enforcement.  **Issues and Concerns to be addressed:**  •There needs to be a massive reconciliation apology and action plan presented to native communities to address what has happened to them in the past.  •We need to address root causes of human trafficking in the community  •People are in denial that human trafficking exists | **It would make a real difference if** there was a real partnership between stakeholders and educate the populations about the realities of human trafficking  **Wouldn’t it be great if**  we started from an aboriginal point of view to create partnerships with aboriginal people  And CBSA, as well as the private community. | **What are we already doing?**  Addressing demand side  Michael Kaufman – white ribbon campaign  Addressing sexual exploitation of native women NWAC  Canadian women’s foundation  Amnesty International  Roberta \_\_\_\_\_\_\_\_\_\_??  Quebec Native Women’s Association  Chief of first nations police  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  •Involve aboriginal people from the outset to create a culture of acceptability and create dialogue.  •Continuing recognition of aboriginal’s people past will have an impact on the buy in from these groups.  •Reserves and casinos are major contributors  **How might we get this done? Describe the general approach**  •Find a champion that is already related to aboriginal communities to approach the leadership in the above organizations for their support.  •Find out what is being done in the United States and in Inuit  •We let the major organizations make the decisions and have key champions – subject matters experts, victims, and law enforcement.  •Securing funding to educate the population so that they could make it a priority if they wanted.  •Create a MOU between stakeholders to put pressure on officials to stimulate funding opportunities. | 1. Ensuring opportunities for first nations, Inuit, and metis peoples are engaged in the planning and execution of the resource centre  2. % of funding for resource centre is earmarked for first nations, Inuit, and metis peoples  3. Ensure first nations, Inuit, and metis peoples representation in PMO  4. Ensure other marginalized groups receive the same benefits as first nations, Inuit, and metis peoples. |
| 1-L | Baseline Review of Existing Centers and initiatives on Human Trafficking | It is a matter of figuring out what organizations have already been created in the field of Human Traffic and whether or not their actions are homogenous and coordinated. It is also a matter of understanding what we already have and what are we missing. To really be efficient and in order to authentically confront the issue we cannot simply start from scratch. | **In general**, it seems that in Canada for example, we have hundreds of organizations are being funded to do the same things, when there is more than one perspectives and aspects to the issue. We need to figure out what is out there for the victims, for training and in terms of enforcement. We also need to identify who are the main players. We need to portray and understand what are the main strategies and best practices NGOs need to integrate to face and confront the issue.  It is also important to understand directly involved people’s (in the field) perspectives on and understandings of the issue. It is clear and for sure that there are other center’s out there and it is important to learn from their mistakes and successes.  **What is working well?**  In order to know, we have to conduct this baseline and specifically identity centers on Human Traffic that already exist as well as initiatives in the field that have already been undertaken.    **What is not working well?**  There is a need to consider and valorize victims’ input and perspectives on the issues. However, there is also a need to take into account the perpetrators’ understandings and views of their actions. Therefore, we need to bring up what are their motives, in terms of social incentives and issues such as poverty, etc., in order to be able to address them effectively on the long-term. For many perpetrators, human traffic is a crime against a system that has never helped or supported them and this is an aspect that has to be taken into consideration in terms of causes of the issue. Even though we cannot legitimately justify their actions, we need to understand where the issues come from and how we can address it from bottom up. Also, there are a lot of other intended crimes when it comes to Human Trafficking and Terrorism issues.  **What are the issues and concerns that need to be addressed?**  We need to figure out how the Center would be able to manage all the information (most of it will be sensitive, confidential and incriminative) affectivity and safely. | **It would make a real difference** **if** we could define a clear and specific mission statement that is realistic, coherent and takes into account past/current initiatives’ failures and successes. We need to establish if the Center is going to address prevention, intervention, etc. There are many stages and aspects to this issue and, in order to be effective, the action and mission need to be specific.  **It would not be great** **if** it happens that we cannot, for different reasons, have access to all relevant information. There is always a problem of sharing classified information, etc. and we need to make sure the Center will have access to priority and all relevant information. In fact, we are talking about a fusion of information coming in from many different fields and perspectives. It is difficult to get away from the law enforcement perspective. We all have a lot of homeworking to do in terms of researching and evaluating other similar centers.  **Ideally**, before creating a center that is international and work towards making a difference by eliminating the issue on the long term (which is very ambitious), it is important to know and figure out what is already out there it terms of resolution mechanisms, specialized organizations, etc. It would also be great if we can manage to share and make accessible information at a broad scale. In Japan for example (personal experience of one of the participant), there is a very effective network of information access, in terms of a virtual network, that allows anyone to access any information that they need. It is just a matter of knowing where the information.  However, in terms of setting an international organization, there is no way that one entity can run the entire world. Therefore is a need to and establish trust, coherence of action, cooperation and coordination of initializes, between international and regional organizations. | **Already doing:**  Coordinating actions and interests.  UN specialized agencies.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  There are two steps that have to be undertaken:  1) Conduct a baseline of what exists ALL OVER THE WORLD.  2) Identify what they did successfully.  In fact, we need to figure out if we want to set a Human trafficking center, a sexual assault center, etc. We cannot reinvent the wheel or start from scratch.  There is a need to set an international center with a broad mission and great reputation, to which we can go for information and help, when it comes to acting in specific areas of the world.  **How might we get this done? Describe the general approach**  Another good place to start would be to make an assessment of data concerning the issue in different countries, in order to have a broader and greater picture of the issue and problems that should be addressed.  The worldwide web will be key to the baseline. In fact, there is a lot of open information available. There are a lot of conferences on the issue that are being organized and held. It is a flavor of the month and there is a need to make sure that the information emerging is being shared and networked. There is need for coordination. | 1. Conduct baseline of existing centres and initiatives on human trafficking. We need to identify gaps, recognize the best practices, etc.  We need to identify and benefit from the rights and wrongs that have already been done in the context of other similar projects, in order to make our project more efficient, as well as worth a try.  There is a need to go out in the community and make field assessment.  We need to hire a research team composed of people coming from different fields. However, we need to take into account that surveys have already been done. Therefore, we will be working with existing groups. |
| 1-M | Engage Media | • Getting the media involved is a great tool to get message out  • The main issue is that people are not aware about Human traffic and the need of media become urgent to educate them. | **In general…**  • Public is not aware that Human Traffic exist particularly in their neighborhood  • People are not aware that there is various form of Human Traffic  • The organizations don’t necessary want to have shocking images and Human Traffic messages in their direct environment. They might have the feeling that those information might affect their business  **What is working well?**  • Word is slowly getting out through ongoing cases but more is needed  • Small community are debating the issues realizing that Human Traffic is a real issue and is affecting people around them  • Big media center like CNN are getting interested in the issue  **What is not working well?**  • Not enough shocking media, people don’t realize what is going on. We need a wakeup call.  • In Canada, specifically, government organization like the police holds back information. This prevent the public to know the truth about a situation  • “People think prostitute is just street hookers”. People do not look over appearance to find out what is really going one.  **What are the issues and concerns that need to be addressed?**  • Educating the public on Human Traffic  • People need to be vigilant of thing in front of them to identify the a case of Human Traffic  • The type of message we want the media to diffuse need to be adjusted to generation and cultural background | **It would make a real difference if**  • If people were educated on real issues of Human Traffic  **Wouldn’t it be great if**  • An advertisement campaign could be launched to raise awareness toward on the issues of Human Traffic  **Ideally,**  • Human Traffic education will reach every demographic and age group | **Already doing:**  Trying to get media involved: Police & Social agencies  Get Human Traffic Victims to spoke with medias  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  • As mentioned we need to get an international and respected media to carry the charge (like CNN)  • Target young populations to educate them as well as protecting them  **How might we get this done? Describe the general approach**  • Get media involved in the process of what is going on and being able to trust them and the social agencies that may be on board, so that they will have access to the complete information but will not risk the agencies or the victims’ lives.  • Find a public figure that might represent the movement against Human Traffic. It was established hat people tend to follow a public figure, and get interested in the cause the person supports. The figure will need to be internationally known and respected , and the person values and attitude should go align with the cause | 1. Get the Message out through documentary or shock media by getting them engaged in the topic  2. Continued public education through constant released billboards in an effort to possibly prevent crimes in the future + future victims  3. Get personality (national or international) to get on board to assist in the public identity of the issue |
| 2-A | Baseline Current Situations | We don’t know how significant the problem really is.  Establishing a baseline with awareness with the public. | **In General…**  - Duplication of efforts  - Baseline: -What efforts are out there? – Catalogue of existing efforts infrastructure  - What are the gaps?    1. Understanding who is doing what  2. Baseline.  3. Do we understand the problem?  **What is working well?**  - Canada monthly call for law enforcement  - UNODC  - Polaris  - Sharing techniques, sharing what works for us.  - People are learning from each other’s.  **What is not working well?**  - Lack or services, do not have the appropriate services  - 2nd we need to know those services, and get that communications, lack of clear communications of available services  - Gap in services across cultural boundaries  Problem - human trafficking is one of the only crimes people don’t show up to the police station and say I need help. We don’t know the baseline.  Problem - what baseline can we identify?  Exp: to establish the basic awareness to the community. Not focus too much on money.  Problem - we putting out number without baseline.  **What are the issues and concerns that need to be addressed?**  - OACP  - Who is the right person in my areas, people are asking the same support.  - Message is getting lost  - Problem of dialing the police number (different numbers depending of the country) people don’t know  - We are looking for the organize crime. Each country have their own issues.  - We need criteria, we need to know how to label, and we need a link between human trafficking and organized crime.  - We need to do global mapping, to identify.  - We have to minimize the gate keepers.  - We need to build to see where the gaps are.  - We need to identify the point of contact and see what is needed in different areas.  - Gaps in communications - message getting lost  What is contributing: who’s making human trafficking a priority? It has to be achieved. We need multi-dimensional cops. | **It would make a real difference if…**  - Mind of efficiency and not create existing resources.  - Don’t reinvent we need to link the initiatives  - There’s a lot of list of services but who got them? We need to find who that is.  - We don’t want to duplicate what other org are already doing  - False perception of doing something good. (We want a baseline of the current situations.)  - We might pick 1 treat. We need to baseline 1 aspect. Pick a channel, we can’t go after all criminals at once.  - We need to circulate information  - We need links of communications  - Determine the gap. Make the same message to everyone. Some organisation don’t know.  - To start a identifying a point of contact to identify the country, provinces, to identify to build the matrix. A point of contact can be law enforcement, world vision. Its champions we looking for to be a point of contact. We need to start building the matrix and then go with the data basis.  - Private sector.  - Each color represents an agency can be a good example.  **Wouldn’t it be great if…**  - Immigration training for refuge center  - We all have Access  - Networks  Would be good if we had place if we know who and in what country who is working to find the human trafficking. It’s not clear we need to find that. Who investigates it? Sometimes they don’t know how. We need a pressure from police force to say this will be our priority. Provinces are supposed to be connected and talk together.  **Ideally,**  -Just because an organisation says it does the work. We need people to check what is being done. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Having better coordinate of human trafficking and organized crime. Human trafficking should be take serious by the police like organized crime. | 1. Develop an inventory of organizations and people working on HT by country with a mechanism to validate the list (global mapping)  2. Develop a current list / inventory of HT initiatives to create a baseline, to avoid duplication, and to assist with linking similar initiatives on an international scale.  3. Build Global Matrix of Resources  a. Identify techies to do data input and build the model for points of contact (POC’s) and visual globe  b. Collect and input H.T. “champions” (POC’s) by  i. Continent  ii. Country  iii. Province/state  iv. Local  c. Identify gaps in POC’s areas and develop  - POC’s can be: law enforcement, NGO’s, private sector or other  - POC’s help to direct inquiries, identify gaps, are a resource to gather and disseminate information for disruption and development  Build the Matrix (like Google Maps):  - Detailed diagram on sheet – includes different levels of information  o High level (picture of the world at large/like a globe): symbols indicate quantity of resources and/or level of development  o Mid/high level (picture of the continent): symbols for victim resources, NGOs, law enforcement, private sector involvement, safe houses etc.  o Mid level (picture of a state/province): show symbols for local information; the same information as mid/high level but with more detail  o Local level (a city): actual contact information for people/businesses working with these issues |
| 2-B | Global Public Awareness | Raising public awareness globally  What would a global awareness/outreach or campaign look like? Public, private sectors, law enforcement, general public, NGOs  level & type of awareness: everyone has different definitions  Long term goal = changing public opinion globally of women’s position/value – this will come after a multi-year campaign  - From an initial awareness grows understanding, perception, etc. it needs to start from the beginning: women need to be involved all along the process; but also need to look at all types of victims: men, women, and children; both forced and sex trafficking – the current focus is largely on women & young girls – need a balanced approach to examining all types of human trafficking and all types of victims  - A campaign needs to address all these different types as well as different tactical messages: it is a very complex issue so it cannot be a campaign that singles out one issue; needs to encompass them all  - Need to think about the causes of human trafficking as well, considering the role of gender and inequality globally (global value of women, sexualisation of women = part of the global campaign)  - Posters: Home Land security showed both men and women  the Blue Campaign  - If we want to educate, what type of campaign/message are we looking to do? What kind of message? What do we want people to know? Don’t’ want to focus solely on one group of victims/type of HT because other groups will be forgotten about...  - Could develop a multi-stage campaign (various different areas, requiring different messages, different cultures) | **In General…**  General Awareness on a public level: still very limited knowledge and understanding; in Western New York don’t have training on this issue yet  - War on drugs: where’s the war on trafficking? Where’s the czar?  gender stereotyping, value of women, sexualisation of women  - Globally our world has changed as well, and increases in communication we know more about the world and what is happening; social media: the world is a tweet away  - The language has started to change: before it was only about sex trafficking of women and children but now we are starting to talk about trafficking in human beings (Starting to consider men)  - Right now: awareness is very limited (US and in Canada)! – people still don’t know what HT is or what it involves  - People don’t think it happens here in Canada, still in denial: not in my backyard  - Starting with basics: this could be good because can build on this  Private Sector Awareness: not much better than public awareness  - People are aware of it (i.e. in Asian countries), but not enough to really do anything about it  - Knowledge/understand is generally lacking  - More or less than the general public:  Formula 1 in Montreal: industry is willing to help (perhaps due to not wanting bad publicity) i.e. hotels but don’t exactly know what to do  - A campaign needs to give tools as to what to do (on a concrete level)  - Nike, JC Penny  - Big companies likely producing products using very cheap labour: all about profit (but it depends on the industry). But they can be mobilized – some companies proudly promote that they use non-forced labour  - Complexity: a lot of different levels  Law Enforcement: local, front line – not sure if awareness is there; lack of training (especially in smaller cities and areas)  **What is working well?**  - Survivors of human trafficking speaking to/giving workshops to law enforcement agencies, police schools, etc. to inform them of what it is, what it looks like, what kind of signs to look for with respect to victims (this is occurring in Quebec currently; also Timea does this in Canada)  - Training of law enforcement that is occurring  - Online training  - Clear campaigns: plants the seed for people to start thinking about it  **What is not working well?**  Law enforcement is not well trained in general – especially with identifying potential victims (the signs) – there are certain initiatives coming out in certain cities, but there are no human trafficking units (like there are for gangs, drugs, etc.) – federally better understanding, but need to get the local agencies informed and trained as well  - Lack of awareness by the public means that they are not pressuring the government to do something about the issue, therefore funding is not being attributed/the resources are not there to combat the problem. Why are the resources not there? Because there is no knowledge.  - Lack of clarity for some campaigns: : i.e. about men buying child sex in Manitoba, but some of the messaging wasn’t quite clear i.e. in Montreal the posters simply said “be a man.” and offered a phone number where they could call  - Some of the images can be stereotypical or cultural type-casting: i.e. can’t assume that all Thai women in a nail salon are trafficked; can’t go around asking people for their VISAs  **What are the issues and concerns that need to be addressed?**  - Don’t want to tread on free speech (advertising), but let’s give women the choice to also not be hyper sexualized if they don’t want to be  - The glamorization of prostitution, pornography, sex industries  - Lack of action plans, lack of funding (for training or attending conferences as well) – everyone is downsizing, budgets are smaller: fear that if people get training/attend conferences they will be considered experts and feel the pressure to have to act  - Shocking posters and campaigns: in your face slogans, pictures, public notices - sometimes this causes conflict; certain images can be stereotypical; but also if you don’t relate to the image you won’t pay attention; language barriers  - But also stereotypes can be beneficial because then people would be aware of the issue – they will embed themselves in people’s awareness and minds; some people do not have any awareness so for those people this could be helpful – just to get the ball rolling  - So many independent things going on and organizations existing, but we do not have one coordinating body | **It would make a real difference if…**  - If we could get private/corporate industry on board  - If we could get international organizations involved i.e. international chiefs of Police: who does major conferences and training globally, this could start building this global awareness i.e. making it a mandate that every police chief has on their agenda  - Front-line workers & first responders could get training (women’s shelters, ambulance drivers, social workers, etc.)  - There were concrete actions for people to take: i.e. they see the posters/campaigns but every day people aren’t sure how to act  - We can get everyone to recognize that this is an issue that IS in their/our backyards – it is real, it is occurring in every country  **Wouldn’t it be great if…**  We could get the media on board to helping promote the value of women and decrease the sexualisation of women (change what consumers want: Sex in advertising is very prominent, as is violence)  We could get the private industry on board (major companies especially) to state publicly that they pay fair wages for all workers  **Ideally,**  Down the line we would have a universal/global hotline for human trafficking | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Education:  Advertising: showing new models (changing the image) to show that there are other ways to do things i.e. advertising: not only using sexualized ads  - Get international organizations on board to mobilize and motivate national ones (top-down approach)  - Need to be clear goals/ideas about the campaign and what we want to accomplish with it:  - For the public, we want them to be aware and give them resources to reach out to i.e. hotlines, but do not want the average person to take action on their own because this is very dangerous  - How are going to get funding? or buy in from the private sector? how do we rally support from global multi-nationals that have the budgets to support this cause? i.e. Corporate Citizenship Campaigns  - Talk to the UN to get funding, or any international organization i.e. Interpol – any organization that has broad reach  - Maybe connecting with campaigns that are already going on from NGOs or stakeholders and joining forces with them to expand and make them more global  - Finding out what major global corporations are doing things, partnering with them, finding out what has worked for them and learning from it and building upon it. Don’t want to reinvent the wheel – could start with looking at what has already been done and building on it – the resource centre could serve this function: keeping track of all the current campaigns going on all over the world; also for sharing resources globally  - Trying to coordinate all the many NGOs  - Identify who the stakeholders are: NGOs, law enforcement  - What are the key messages we want to target and at who?  - Posters, commercials, training, social media, advertising, etc.  - Awareness and training: these are different  **How might we get this done? Describe the general approach**  Come up with an overall goal, and then start working down from that (i.e. companies, manufacturing, technology) – would be a chain reaction if can get major companies involved: but also need a forcing function to get them/force them to do it  -need a cultural change as a society: recognition that if you don’t want to support human trafficking, you have to accept paying more money for products and services; consumers need to acknowledge that if they want cheap food/products they need to acknowledge that this involves the exploitation of people and their labour  - More conferences and training  - Could do cost-effective options: i.e. target emails, sending video clips,  - Mandatory training: for police officers in training school/academy – but also need follow-up training throughout their careers  - Global Awareness/Education  - Training of first responders  The centre needs to combine both grass roots (bottom-up) and top-down approaches to meet in the middle | 1. Long Term: Global Awareness Campaign: education for public/private sectors, increasing corporate support, consumer awareness, global hotline, partner with organizations that already exist  2. Short term – Targeted campaigns i.e. Mandatory Training i.e. using FBI training academy; building on what organizations already exist IACP; integrate survivor stories, mandatory front line training  3. Global Government buy-in  (1) Training of front-line responders: integrate survivor stories  (2) Global Awareness Campaign: global hotline, building on the campaigns that are already out there  (3) Global Government buy-in |
| 2-C | Engage Businesses/Corporations in the cause – Allow Local Businesses to engage in awareness | Getting support/similar to Blue campaign/media release and getting a high profile person to come on board to do media release/people listen to celebs and high profile people/sponsorships/getting banking involved as there is money there  Need the corporate on one level and the public on the next – note – utility workers cans see things as they go into houses | **What is working well?**  – A lot more enforcement going on, more training – officers in police college – American military university (all of the corporations and tables that are here in the hallway) – FBI, homeland security  **What is not working well?**  – Want more smaller/local businesses  - Collaboration in law enforcement i.e. between neighbouring police services  - The local businesses don’t know how to help i.e. ship inspectors are asked for help and they don’t know who to call(slave labour on the boats)  **What are the issues and concerns that need to be addressed?**  - Educate the businesses  – Tell people what it means – and differentiate between the prostitution part and the slave labour part/businesses in general need to be made more aware/consistent training for law enforcement and victim services etc. | **It would make a real difference if…**  Regularly quarterly meetings in the GTA – makes sure that the info gets to the constables not just at the higher levels/corporate and local business engagement/various hotels i.e. Radisson and Hilton are involved but not the smaller offices  **Wouldn’t it be great if…**  Motels and hotels as it is happening there – get to the owners  - The larger hotel programs are connected with the associations of chiefs of polices (USA and Canada) – and if not could they be  - If all the various stakeholders were engaged together  - One place that everyone calls (perhaps the centre that we are talking about developing now)  - If businesses would be mandated to have a social responsibility – to be members of this new national centre (int’l code of conduct)/safe houses/safe shelters/perhaps like “block parents” – a sticker for the windows | **What are we already doing?**  *Activity - Lead Organisation*  AMU, Intl Hilton – but they need to disseminate to the local offices- Starwoods are already doing it too (Carlson Groups)  Canadian Women’s Foundation – Founder of EBay large investor/ Google is giving out a grant  Seeing more training at a local level/more on the tv now and Facebook and twitter for the younger ones/policy development/vocational program (NCCASA)/safe houses in North Carolina/LexisNexis a big corporate sponsor/GBLAT – a global association and work together on funding etc.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Safe houses/as above  **How might we get this done? Describe the general approach**  - Do we need a dedicated group to work with corporations-get human trafficking plugged into some of these existing alliances  Look at worldwide places that are already global (IACP)  Year of the Child ie year to end human trafficking | 1. Letters to owners of hotels and businesses  2. Reach out to GBLAT and other global “groups”  3. The video product that is produced in Ontario – get it out to everyone – it is video training – “OPVTA” and get it from Jamie Saunders of Niagara Regional Police |
| 2-D | Defining Data, Users, and Purchase Databases | **Define Data Needed:**  - Bad Guys – individuals, organizations, events, cases  - Good Guys –individuals, organizations  - Victim  **Define Users:**  - What are the needs?  - Where are they?  **Database of purchases in addition to victim and criminal info treasures?**  - Who are the customers?  To determine user information needs, you need to know the customers.  - We seem to have 2 distinct audiences – law enforcement, whose really concerned busting the bad guys and disrupting rings and NGOs who are worried about the victims  - Use data to support victims?  - Other customers?  Governments need the information | **In General…**  - Does anyone collect info today?  - More appropriate to define who are the customers – law enforcement  **What is working well?**  - Currently in the United States they have a database of good guys. Master list for anyone who is trying to help beside your location  - Registry of organizations: Chabdai (combodian for holding hands) & Polaris  freedom registry has a huge database of NGO’s  - Placing phone numbers/hotlines in conspicuous places  - WRAP program, fair trade, go through world into different countries do inspection and certify the production facilities as safe – We already have this  **What are the issues and concerns that need to be addressed?**  Existing Data Sources  - Who has them? Can we get it in terms of : Privacy, Section, Sharing?  - Who can see it?  - Data Accuracy/Validity? How do we know and how do we measure the information? We need a reliability index in database that has a scale from I checked, it is reliable – To I checked and its most likely unreliable  - Will the IRCC collect “net new” data or act as a clearing house to existing data? | Data Considerations?  What data are we trying to capture?  - victims: age, gender, nationality, where they come from, how did they get there (mode of transportation/intermediate stops, who did they end up working for? where were they put sweat shop, nanny, bar or strip club?  Who are the smugglers? Individuals, organizations, rings, gangs, pimps.  Bad Guys: Events and Cases:  - When we identify the criminal, we want to know where they were arrested, charged, convicted  - Major busts  - Sex offender registries. Why don’t we have one in Canada?  - Each customer has own needs:  What information does government want?  - High risk industries that tend to exploit people  - Look at regulations/policies  - If you want to fight demand: disrupt clubs, bar, strip bars, industries that use slaves – government needs to create disrupt programs to reduce users  - Government need information on demand (where and how to cut off), and supply (rings, gangs and supply)  - What industries and organizations employ them?  - Labor related requirement: What industries, Professions, specific business, skills, individuals being trafficked for  - Information on how they move people through countries, transportation modes - Specific modes in border crossing  - We need to know economic, financial revenue, banks and financial institutions that are associated (moving money)  - Wiring money  western union (destination)  In ,Canada currently we have Fintrac (any deposit or withdrawal over 10K)  - Customs ask cash of over 10k  Victims: as customers of data need to know where to get help, first line of help needs a registry of second line information to provide safe houses, resources food.  Private Industry: most hotels do security checks on employees, the databases provided by law enforcement will only let you know if the person has been convicted, but they cannot find out if they were a slave or a victim ( but is it ethical to provide protection if the person doesn’t want to be saved) | **How might we get this done? Describe the general approach**  The users customers should be:  Governments   * Global, national, state * Which department needs this (it’s difficult enough to share info b/w departments in country how do we do that among countries) * Issues about privacy laws when sharing information * Depending on the source how reliable is the info? * Accuracy of UN based data is not as good * Organizations reluctant to share, because they questions to validate the data * What sources do you trust? * Is it accurate?   Educations (Schools)  Law Enforcement   * National, state, local police * International police * Interpol * ASIA (ASEAN?) * OTHER – are there are other ones? More research   Health Care/Social Services   * Social Services/Emergency Room Doctors * International (world vision) * Government Ministries * NGO’s   NGO’S   * International/National/State * Counseling * Neighbourhood Watch * Supplier (WRAP)     Private Industries   * Provide/collect info * Garment/Transportation/Mining/Agriculture * Hotels, Boarder Agencies * Immigration * Customs * Restaurants/Bars * Unions   Finances: bank and credit card supplier |  |
| 2-E | Covert vs. overt operations  Creating role based operations picture | Operation unit or agents in the field  Organize to end corruption    We don’t want every country to see every piece of info  Everything defined by your role or your mission | **In General…**  - Do we rescue 1 person or a group of people?  - We need to make a safe environment for victims  - We need 1 number to hotline the whole world (only 1)  - Are Victims prostitutes by choice?  Command see global picture and has to send out the info to the proper country of law enforcement  Some people rescue some recommend a solution  People need to see info that help their case/stop the bad guy  **What is working well?**  We are a clearing house of info  Building trust for data – collaboration of data  Analysis of data  **What is not working well?**  We don’t know how deep the human trafficking hole goes  We need to centralize data for international use  Too many hotlines to choose from – data is too scattered  Some countries don’t want to share data  **What are the issues and concerns that need to be addressed?**  Who are the people we are looking for?  Whose needs to being protected?  Human trafficking is connected to guns drugs and crime  Countries need to put down egos to tackle a bigger problem. | **It would make a real difference if…**  We could build a network of sharing data to make an international change  Data sources are conflicted and inaccurate because of different methods  We create a cloud for everyone to have access to all data/some data restricted  **Wouldn’t it be great if…**  We could become Interpol of a clearing house of information  We could provide analytics and maps for each country  Only certain groups have access to ALL data to protect the victim  **Ideally,**  If we could push data from a central place and keep all Interpol connected on the same page  Provide analytical help internationally  Creating a pipeline of data would stop criminals from hiding  Attributing each other’s data will allow  We need the connection to maintain communications  Info needs to be responded to | **What are we already doing?**  We are creating predictions  Analyzing data – but it needs to be organized  All we have is who is a victim and where they are today  We have researchers with access to all info without names  We have a hotline for information for what to do if you are in or know someone connected in human trafficking  We need to make the law  Share info  We have clearing houses  Law enforcement  We have NGO’s all seeing info relevant to their role  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  We have people in the field gathering info for months to crack big cases/ but are they corrupted  We need to end corruption  Creating a case law/ each call need to be directed correctly  **How might we get this done? Describe the general approach**  We have to collaborate all members they need constant updates, we share  Everything we do is overt (accept the arrest)  Teaching how to be proactive instead of being reactive - look for the cases, they will not come to you  We need to protect the data from wrongful users/better screening if we have people gathering research between countries then registering inquiries  We NEED case follow up / case management | 1. Looking for a data harvest (who will share data) or exchange data  2. Public education for type of info necessary to make change (google will create international success)  3. Create a hotline with an actual follow-up /suspicious activity log/ global number  1. Organize research so each group gets relevant info  2. Identify how many NGO”s work in this field – by name/salary/intentions  3. We need someone looking at the big picture / predicting trends (what data needs to be had)  4. Build role-based operation system that consists of the picture data  Create an accountability for countries not taking action  We need trust between countries  Stop plagiarizing documents |
| 2-F | Information Sharing | Information sharing between groups (government, NGOs, other); how to share police info w/other agencies; developing protocols and agreements; framework for the management of info; sharing of Intel by law enforcement agencies; how to link existing regional sharing models. | **In General…**  What are we sharing? Info on victims, perpetrators, intelligence?  **What is working well?**  1. Technology has evolved internationally to allow data to evolve to a level of anonymous  IBM created a system anonymous resolution of private information to anonymize the data making it alphanumeric. RCMP and CBSA created their databases and this system matched the data. IBM did their own PIA but still needed to contact the Privacy Commissioner.  2. Victim’s personal information and the rights of the offender can be shared as long as the victim authorize the agency assisting them signs a waiver.  **What is not working well?**  PRIVACY LAWS IN CANADA and data storage where is accessible to all agencies.  **What are the issues and concerns that need to be addressed?**  Lack of access to personal information in order to match data. When victims are identified, the services for the children and families are faced with privacy laws because Ministries do not provide international organizations with info on the children or their families.  Best Practices, Risk Assessment need to evolve in order to guide all parties involved | **It would make a real difference if** international sharing of information protocols could be standardized in order to identify and protect victims as well as bring perpetrators to justice.  **Wouldn’t it be great if…** we had a framework and MOUs that protect the victims.  **Ideally**, we could use Scotland and the UK information sharing models that could be used worldwide.  Human Trafficking is not just about the accused but mostly about the victim. Law enforcement agencies need to take care of the perpetrator but an awareness and education piece needs to be developed to assist and avoid victims. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Change the perspective at high level that only the accused is important; a focus needs to place on the victims in order to stop the cycle.  Case management has to be manage from the risk perspective, especially when someone is in imminent risk danger.  Meetings and dialogs with the right people in Canada to get information sharing to be a hot issue due to mental illnesses and victim’s neglect.  How to manage intelligence from NGO’s to make that information available to all organizations, especially enforcement agencies. NGOs have the info from the victim’s perspective that is crucial to investigations.  **How might we get this done? Describe the general approach**  Frameworks and existing models that can be used. RCMP model used at the Vancouver Olympics, for example. Data can be maintained a local model but there is also the ability to meet and discuss. The initiative should be launched at high level with a strong Team, Committees and governance structure in order to tackle key areas. It can be international and virtually managed. Funds are internationally available, they need to be coordinated. |  |
| 2-G | Involve colleges / universities in research | - Independent research  - Unite power of knowledge with power of action | **In General…**  - Number of criminology center already established, but there’s no tangible number (facts)  - We need to get better statistics  **What is working well?**  - York university is already working on a human trafficking project and are looking to network with other organisations.  - UN is a great opportunity to get funding/networking  **What is not working well?**  - We need to provide numbers to get funding  - Networking/collaborating with partners because everyone is fighting each other for funding  - Take the politics out of the funding? (biased)  - Without numbers (facts), it’s really hard to start project.  - Not many opportunities to work  - Sharing of facts (numbers/statistics)  **What are the issues and concerns that need to be addressed?**  - Even if numbers aren’t available, we need to get people to start getting involved in the project.  - What is on the radar currently is mostly woman/human trafficking but in labour human trafficking, men are also included.  - Confidentiality: we need to build a structure to store the sensitive data, otherwise, governmental agencies won’t cooperate | **It would make a real difference if…**  - Individual based research  - Everyone would have to meet and give reports biweekly (ex.)  **Wouldn’t it be great if…**  - Access to funding would be easier  - There would be jobs as: human trafficking advisor  - Research from universities would be available to the public (not only fundraiser and members) | **Activity - Lead Organisation**  - Alberta: poster at bus stops in many different language  - FIB provides a decent amount of statistics  - Some institution provide panic buttons so if the individuals don’t feel safe (etc.) they can get support  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Create more networks so individual agencies (group) could join in easily  - Priority: national issue, international threats? We need to determine the priority to focus on a particular issue.  - Research based on regional concerns (\*climate survey), get some representative in many regions to save travel fees and cooperate together.  - Create secure labs to protect sensitive data and then get some support from the police  - Engaging key technologies in the process  - Get more funding so we can proceed to the national scene and then international; right now we are mostly stuck in the regions.  - Smuggling vs. trafficking (determine the difference of those two and the complexity)  **How might we get this done? Describe the general approach**  - Finding a way  - Recognizing that there are many different variations of human trafficking depending on regions.  - Use the research to provide facts to get the decider to take actions.  - Include different perspective of the issue through including economist, mathematics and philosophy specialist in the project.  - Approaching wealthy people (Richard Branson) and organisation to get funding and not only rely on government funding  - Make a list of every organisation/agencies who are currently getting involved on the subject around the world and get a tremendous amount of contacts to start a network. | 1. Search through university researches to gather what we need  2. Establish working groups that unite bi-weekly (ex.) (with police services and NGOs and other agencies)  3. Build a partnership between justice services and agencies to gain trust  4. Using Microsoft non-profit (key technology providers) program to provide software (free or lost-cost) to keep everyone in the group to communicate between each other  5. Utilise existing partners to share knowledge  6. Internal survey to locate the key elements (peoples) / skillsets and expertise and use them to bet the project going.  7. Engage the IPTI writers to get additional funding. |
| 2-H | Getting law-enforcement and border services openly question travelers to known sex-tourist countries about their purpose of travel | Border and Law enforcement openly question men travelling to known sex-tourist destinations about the purpose of travel  - Investigate suspicious cases  Border services officers are just questioning for nature of travel (for business/pleasure only); they don’t dig further | **In General…**  No deterrent; offenders don’t have to explain themselves  - Subject is often put on the sidelines; more legislation needed; government needs to step up  - Countries in transit; need better trained personnel to monitor people coming back from sex-tourism country (e.g., with an extra person)  - Posters about trafficking are everywhere; but are not necessarily seen.  - Awareness is lacking; terminology of what a child trafficker actually isn’t specific.  2 perspectives;  1) Smuggling in people for the purpose of trafficking  2) Interrogating people visiting sex tourism countries fueling the trafficking industry  Easy access to children for abuse; e.g., Men entering Cambodia can just ask a taxi drivers for a child/women to abuse. Information is readily available.  **What is working well?**  Canada Border Services Agency has a watch list, but it’s not connected with other systems/programs to share the information  Online  - Chatting with “girls overseas”; making plans to travel  - Internet luring (Toronto 9-10 officers, US 10-15, Australia 10-13)  - Should sex offenders have the right to have internet  **What is not working well?**  - Database don’t have a common data system everywhere  - Too much public awareness? Can it hurt? Will it make the offender hide more?  - How much can you do? Can we rehabilitate them?  - If they are outside prison, can they be helped?  Countries on the ‘red list’ from the Tips Report; this country is on the red country, but then what? Are we doing anything to fix this?  **What are the issues and concerns that need to be addressed?**  Fraudulent passports, identifying if a child is being trafficked.  - Training on national carriers (not everyone)  - Should have better training for all staff (airline and border)  - Awareness of PSAs  - Specifically targeting tourist to targeted sex tourism countries | **It would make a real difference if…**  Entering certain countries; strict policies (visa, purpose of travel, where they are staying), perhaps go further with information on hotel stays  If new policies limiting entry to country, would it increase the revenue of the country through more bribes and corruption? The offender would still get into that country?  - The offender will go no matter the cost  - They are ‘free’ when they land into the tourism country; no surveillance  Fraud aspect; paperwork, credit cards, passports, corruption  Domestic standpoint (effective?);  - Truck stops  - Hotels  Once investigation is done, what about prosecution? What can we do move forward? Prosecuting takes a long time; what will happen to the victim? Where will they go? Will they be protected or lost/ disappeared?  - Joy Smith; Extra-territorial Bill,  - ‘Swedish model’; prosecute the Johns but not the girls | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  International borders need to communicate about:  Patterns - if a person visits a country on a frequent basis;  - Sex offenders are barred from visiting sex tourism countries?  - 35-40 attaches (RCMP) in sex tourism posted in the countries  - Proof of hotel stays, where they have been?  - Privacy concerns?  - BSOs (Border service officers) should interrogate them further and relay the info to RCMP/FBI/Interpol?  - Active investigation to pursue the criminals;  - Awareness of the public  **How might we get this done? Describe the general approach**  Investigation:  - Taxi, hotels, transportation, tourism industry to get involved  - Follow the money  - Cultural, discretion, judgment; when to act/education?  - Use of informants in sex-tourism countries  If countries have the means to track who ‘frequent flyers’ ;  - Create a flagging system  - Build a relationship between countries  Resource Centre;  - Hub; create a flagging system  - Train BSOs  - Partner up with local NGOs in the actual countries and investigate  Allocate resources; funding | 1) Coordinate and engaging with private sector (online and in person tourism, transportation, airlines  2) Specific training for borders services to flag frequent travelers to known sex tourism, countries and sharing suspected offenders list with IRCC. |
| 2-J | Cultivation of informers at grassroots level / Making potential victims and vulnerable group unattractive to traffickers | -Grassroots at the school level/ (targeting from a police point of view, we look at someone we paid to get education) | **In General…**  - We are not addressing the demand part of it, if you dismantle the demand, then you will not have the traffickers  - Cheap prices the demand in sex trade  - It is easier to look at the second step that addressing the demand  - Sex trade has been around forever, are “we” able to stop it?  **What is working well?**  - Volunteering  - You have to look at grassroots with one girl at a time  - Going to the classroom and have candid conversations with students at elementary level, high school and discussing issues like eg. pornography  - Going to places of worship, parents and discussing these issues with them  - Currently, there is an educational manual given to guidance counsel at school (Women’s Support Network)  **What is not working well?**  - It depends on the region you are in and the community how we affect change in any area  - How do you put resources in something that is not prevalent in your community or obviously evident?  **What are the issues and concerns that need to be addressed?**  We need a lot of education and programs in our school  - We as individuals are part of the problem of human trafficking  - What is attainable?  - We need to attack the roots, who is supplying it? Who are these people getting in this in the first place? If there are males, how did they get there? What are the situations in life that got them there? There is always going to be something else if we don’t look at those perpetrators  - If we don’t get into our school and teach them the dignity and values, and education  - First step is looking at education from the home and school (if we start presenting to our kids, there isn’t a value for life)  - There is rarely funding for education  - Another hurdle adding more educational resources ( one more thing we are trying to educate communities on)  - Taking money from one concern will impact another project.  - Where do we get resources we can tap into and not disrupt another good initiative already combatting an issue  - We need to look at consumer consumption and the clothes, and we need to look at the broader picture  - We need to look at the economic reality –addressing the real (the products don’t necessarily have to be much more)  - We need to target the corporations, manufactures (there are always cheaper deals elsewhere)  - Lets address the issues of counterfeit products and how we need to invest on labeling  - Let’s look at the mandate of the of our agencies  - Second step is addressing it at an agencies level | **Wouldn’t it be great if…**  - More education for schools, funding and agencies – curriculum package  - We need to be coordinate in terms of education- we need to start somewhere…there needs to be an educational integrated topics, kids need to be bombarded with that stats too about the level of trafficking  - Taking kids on field trips to different countries  - Not just simple project funding, it must be sustainable funding  - What if we target certain labels on products, maybe this needs need to be regulated especially to reduce counterfeit products  **Ideally,**  - We have to both , make money and be socially responsibility ( we have to make a step)  - Social responsibility needs to include the issues of trafficking at a grassroots level |  | 1. More education in schools and consumers  2. Getting more funding (sustainable funding, not just project based)  3. Corporate Accountability (corporate regulations) |
| 2-K | Privacy - does hosting location have privacy concerns? | Privacy from country to country varies greatly…controls, legislation vary greatly, so how do we ensure privacy protection while sharing information?  We are focused on just privacy, what can be shared, what can’t be shared. | **In General…**  There are issues between NGO’s, law enforcement, gov’t and sharing issues, not just between countries but within country organizations.  Polaris only shares with law enforcement, some of it is via email, some of it is via phone, but only with victim consent.  Right now personal identifying information is shared, i.e. address, names, license plates or a specific tattoo, its PII (personal identifying information). NGO can send through e-mail law enforcement can’t.  **What is working well?**  Specific individual and case specific relationships are working well between NGO and law enforcement, Polaris example, but the raw data isn’t shared….individual cases ok but not raw.  Lots of information with respect to victim isn’t shared, to protect them, especially if victim doesn’t cooperate.  Anything reported to NGO (Polaris) is alleged, and they can pass that on to law enforcement. the information may not be validated but it can be stored, if someone is accused but not charged, can be stored as criminal intelligence which can be built into a dossier on a person with their information- so you can run analytics against that information before we have a victim, we can identify a network responsible  We can possibly look at Interpol as a model to follow  **What is not working well?**  Investigation could have many people working on it, no centralized database so it could be like too many cooks in the kitchen thing, a centralized database could work  **What are the issues and concerns that need to be addressed?**  Difficult to get this centralized database because where are we going to put it? if we put it in Ukraine they have lax privacy laws, but if Canada or USA or EU they have very strict privacy laws.  Once something is entered into a computer and it’s on a network it can be found, you can only do what you can to reduce risk, risk management. | **It would make a real difference if…**    It would be great if law enforcement could provide back to NGOs not PII but what they can share, how the investigation went, network trend information  **Ideally,**  If we could use Interpol as an example to follow to protect information, don’t re-invent the wheel, and they are already involved in that they have specialized units which do work with children | **What are we already doing?**  *Activity - Lead Organisation*  ACLU - American Civil Liberties Union, they protect privacy rights of citizens, good source to look at and get them involved  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Investigate other organizations and see what they are doing and try to learn from them, like ACLU and they probably would  The technology is easy, it’s the international laws, the cooperation between governments  **How might we get this done? Describe the general approach**  Contact organizations and potential stakeholders. Do an environmental scan, determine what organizations would be interested, what they are doing, learn from them, get them involved and perhaps build on what they have done.  If these 2 organizations aren’t interesting in coming on board they can be consultants  How do you educate? Can’t be conferences…has to be getting into schools, billboards, media. and education not just to general public but to doctors, law enforcements, teachers, UPS delivery people, identify people who may be affected by this, train them what to look for | 1. Investigate interpol, see how they track child trafficking, they are an excellent example  2. Try to contact ACLU and get them directly involved, learn what we can  3. Getting the public educated on what the key issues are, if you can raise awareness- you can go into a place like a laundry mat, a strip club, whatever it is, and the people are there not because they want to be, and the public can be supporting that activity unknowingly |
| 2-L | International Legislation and Prosecution | In general, we need to figure out how we can set the project and make in work, for a legislation standpoint.  There is a need for base-lining the current situation. In fact, we do not really know “what there is in what countries” and we need to figure it out. Therefore, we need to do an assessment of every countries/cultures’ situation and domestic laws that cover the issue. At first, we need to figure out and understand what is already there and what remains to be done, especially at the domestic lever. | **In general…**  In terms of legislation, we need to figure out which sector to address and set a specific mission. We need to ask ourselves whether the issue(s) concern criminal legislation, whether it is more related to financial legislation, etc. In f act, we need to establish and come to a common agreement in terms of what will be this international resources center’s mandate and mission.  **What is working well?**  At the international scale, there already are great legislative structures, in terms of Human Rights legislations (universal treaties, etc.) and prosecution systems (CIJ, ICC). However, these are not universally recognized and respected/followed premises, especially when it comes specifically the Human Traffic and there is a need to establish a Treaty or some kind of binding convention between countries. That would create mutual responsibilities.  There have already been some surveys and reports done, concerning the issue. However, we are looking forward to make a more detailed assessment. The US embassies, for example, ask people on the ground what is happening and we should maybe do the same. However, we will end up getting a tone of information and, we need to make sure to give access to all of it. Furthermore, in terms of collecting data, it seems the UN has great capacities and has been doing a pretty good job at creating a database of cases of prosecution, etc.  **What is not working well?**  In many different region of the world, both laws and policies are intangible. In fact, it seems that it is sometimes very difficult to intervene and cooperate with governments/regimes, depending on their “nature” (democracy, autocracy, dictatorship, etc.). There is no specific framework or structure to help us address the issue. We do not have consistent laws and it therefore difficult to implement effective and well-adapted remedies. In addition, it is important to mention that even though the Rome Statute (ICC) makes specific references to Human Trafficking as a crime, it only considers the issue from a “conflict” standpoint. In other words, it would only intervene in the context of much greater issues such as mass atrocities. Therefore, there is not accessible and open recourse at the international scale. Also, it is important to mention that there is no consensus in terms of what Human Traffic means universally.  When it comes to corruption, in some system it is systemic = underpaid public and government representatives.  Being victim centered is not only about raising awareness, there is a need for action and effective prevention.  **What are the issues and concerns that need to be addressed?**  We need to make sure that we do not end up only focusing on “prosecution side” and also consider debating, addressing and confronting other issues (or ways of addressing them) in terms of prevention, social reinsertion of victims, etc. | **It would make a real difference if** the center could encourage and bring countries and nations to pass “the right laws” and reform their infrastructures.  **Wouldn’t it be great if** the center could fill in the gaps instead of redoing what has already been done? We don’t want to reinvent the wheel. I would also be a good idea if we could build some kind of cooperation/coordination partnership between the activities of front line guides, as well as other actors. We need to take an international baseline on what already exists and make the recommendation for strengthening those structures as well as for filling in the gaps. We also want this center not to be directly related to a country/national entity, it has to be neutral, independent and impartial. In fact, we want to use an academic strategy.  **Ideally,** by doing baseline analysis, the center will do a good job at getting access to the information and counter all difficulties that could arise in terms of corruption, sovereignty, “naming and shaming”, weak enforcement, etc. In fact, when you look at legislation, there are different ways of making recommendations and going after countries. In addition, we need to both focus on and address the issue, while dealing with victims’ vulnerability, etc. as well as from a demand standpoint (capacities, incentives, etc.). Legislation goes all the way from the criminal to the civil side. We cannot forget the civil side of recommendations. We therefore need a baseline looking at criminal law, civil law and immigration law. | **What are we already doing?**  *Activity - Lead Organisation*  Neutrality, impartiality and independent model of functioning - ICRC  Model for adapting activities according to national/local realities (culture, history, etc.). - Institute for Cultural Diplomacy (ICD)  UNODC  Immigration - IOM  Training - UNITAR  Networking between experts/passing on the information – CANADEM  National Rapporteurs  US State Department  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  We need to come up with a series of things that we need to follow/assess/watch in order to intervene effectively.  **How might we get this done? Describe the general approach (e.g. establish clear requirements, create a working group, secure funding, get the buy-in of key stakeholders)**  1) There is a need for a strong, accountable and reliable legal structure (binding recognized laws).  2) We need to ensure operational outcomes in terms of strong framework, capacities to intervene, law enforcement, etc.  3) There is a need for laws that go against the money owners, in terms of forfeiture.  4) There is a need for a framework that we need each country to buy in order for international cooperation to work.  5) We need countries to have a system of Rule of law.  6) We need to implement a system that would ensure and guaranty witnesses’ protection. In fact, we need both the victims and the traffickers to testify.  7) We can try to look at different mutual Legal Assistance Treaties (MLAT), which are bilateral treaties (Judicial recommendations).  8) In terms of legislation, there is a need for civil ramifications.  9) We need to look at the immigration issue and we need to address it. For example, we can try to implement a system of special visas, in order to allow victims to act as witnesses outside of their countries, etc. so that they are not automatically deported.  10) Failed States Index and add Human Trafficking as a reason why donor countries could stop providing aid to developing countries. We need to create a specific field/factor for Human Trafficking that is distinct from Human Rights.  11) We cannot forget that this is a Human Rights issue.  12) At the operational level, we can try to provide training, consultation, guidance. It would be a center of best practices = advocate of those.  13) We need to figure out how we can accommodate or synchronize varied legislations (or non-existent legislations) across borders. | 1. Doing a Baseline of what already exists in terms of legislative organisations.  2. The center would make recommendations in terms of tool kit, gold standards, etc.  3. We need to establish trainings capabilities, in order to effectively implement those standards. |
| 2-M | Victims identification Method, how and where to find them, trafficking within family | We don’t have enough information to find the victims, identify and help them | **In general…**  In the police, there is no method to track and identify, and locate the victims  Human Traffic is highly mobile therefore it is harder to locate and help the victims. By the time the police identify the victims they already move and where there move the authority have to research again. There is an important waste of time. We currently don’t know how to ask question and get information faster.  There is a lack of training in the front line (IE police officer). The training should be about how to find those people and help them. Human Traffic is difficult to identify, because even it is out there people are not train enough to Identify victims. It is important to look beyond the obvious to identify the victims.  Police officer training is important however they need to have some maturity and some life experience; however the front line is usually consist of younger people, so we need to create a training program that will fit them.  There is also a lack of public awareness. The public is an important tool to identify case of Human traffic and reports it to the public. WE need to find a way to get them involved.  **What is working well?**  There is currently partnership among police and NGOs, it can definitely improve.  There is a lot of NGO’s involved in helping victims, however there have to be some selection of NGO’s in order to protect victims privacy and work efficiently to identify and help them.  The intent is there, but they have to be more focus in the future in the identification and the help of the victims.  **What is not working well?**  There as to be availability on both side, NGOS and Police to act.  Police can get a call but don’t know where to take the victims, they need to be provided with a list of services to help better the victims, and there is a need to follow up with the victim (what happen after they are rescued?)  - There is a lack of communication among services in an international basis. For victim’s identification, it will be better to have overseas information, as they might have more relevant information, about people that disappear, and their specific characteristics.  - There is a lack of systematic information sharing, among organization not only internationally and locally.  - There is definitely a need to specify the groups that have access to information and that have information to share. In order to protect the victims and work efficiently. The NGO’s, for example, don’t need to know criminal record and personal history of the victims in order to help them.  Privacy loss might be an issue, although the share of information is important to identify victims.  The lack of public knowledge on the issue reduces the effectiveness of police force. People need to look beyond appearance to identify the victims of Human traffic. They need to know that there is not only the sexual abuse but also to labor and other type of Human traffic.  People are reluctant to talk to people outside and communication is important to identify the victims and be able to help them. Technology might be an issue in that sense as it reduce our ability to talk to each other.  **What are the issues and concerns that need to be addressed?**  - Privacy issue will be an issue when addressing Human traffic and how to help the victims.  - Information sharing should be better and monitored in order to protect and identify the victims.  - Organization has to be consistent. There is a need to standardize to procedure to help pass the information to the next generation. | **It would make a real difference if**  We can shared all info and everybody would cooperate and there is an open communication  **Wouldn’t it be great if**  We could communicate among the services and with the victims  **Ideally,**  We will be able to share information while respecting the private life of the victims, and help the efficiently. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  There is definitely a need for training for all the people involved to identify and help the victims.  There is need for important communication among the services involved to help and identify the victims.  **How might we get this done? Describe the general approach**  - Create a sharing Data based that will record all information available by law enforcement and NGO’s on an international and National level.  (e.g. Viclas)  - Law enforcement, should also have a list of service they can use to help the victims  - Communication with rescued victims is important to understand their needs  - The service involved will be law enforcement , NGO’s and private sectors    **About Viclas:**  - Viclas is a data-based place to go for information as an example, everybody can have the information (this is behavior based but it is a place to connect with other department) with will be helpful to identification  - You can look for information when you have suspicious information.  - Adding the pieces together, people move all the time, that is why a data sharing is important , so that even in another city you can see the pattern and Identify the victims and the suspect  - Viclas will be a useful data based to start  - Identification is huge  - Victims services is also important to help those people when they are identify  - Viclas is a short term solution; we should get a more organized structure data based. | 1.Builtor Create linkage database accessible by law enforcement and specific (security leader) Ngo’s- both nationally and internationally (Model by Viclas system)  2. Education/ training  - Front line law enforcement  - NGO’s  - Public  - Private sectors (i.e., hotel , airport)  In the identification of Victims  3.Consulting with Victims to ensure their needs and requirements are met |
| 3-A | Involving the Transportation Industry | Did not happen |  |  |  |  |
| 3-B | Geography | (The discussion 2G - Research, addressed a lot of similar questions and information)  The geography of the human trafficking chain: origin, destination(s), entry points, routes to destinations, etc. getting as many details as possible | **In General…**  Right now, there is really limited data; it is anecdotal (geographic and otherwise). There is very little point data: on human trafficking issues. There is a lot of data from different groups – therefore it would be very hard to form a summation of the state of the situation i.e. the figures vary so greatly; we don`t know about the real scope of the problem based on the data we have now.  - Jennifer showed a map: where people are coming from going to in the Philippines  - So other than anecdotal data, don`t have a good idea of where people are coming from and going to – and how -- people end up everywhere  Really, having a real idea of the scope of the problem is non-existent (i.e. even the routes they take to get there)  **What is working well?**  There are people and groups doing research, but the problem is they are doing it from data points as best they can i.e. Jennifer’s presentation on calls where they came from; they are using what they have available to them, but it is not standardized.  **What is not working well?**  On the geography side, nothing is working; because are not collecting that type of data.  What has been done has been done without consideration for analytics; there is limited coordination between victim support, law enforcement, etc.  There is no common agency for coordinating research collection or methodology (i.e. using a common script)  **What are the issues and concerns that need to be addressed?**  We need to do a better job of educating the public, law enforcement, and NGOs as to what type of data needs to be collected to do a proper analysis (not just from geographical standpoint, but also from a pure analytic standpoint of looking at where the problem centers -- where should we be focusing: where are the largest numbers of victims coming from, the areas where we can do the most good if we target them/focus our efforts there  Everything has a geographic component: this needs to be recognized and acknowledged  Data collection/methodology  The need for different types of hotlines: one for victims = very different than one for organizations seeking assistance  Need to take a geographical frame to looking at human trafficking  Understanding the social dynamics of the Modus Operandi: almost everything we do today has analytics capability i.e. cell phones use your location | **It would make a real difference if…**  - We had a common data collection standard/data model:  i.e. when people are rescued or apprehended or doing interviews with them asking specifically: where did you come from, how did you get here (what routes) i.e. there is a word of mouth myth in countries as to how to get to traffickers and who to contact  i.e. from Mexico-US, they want to move to the US for economic reasons; they have a certain route they take – take a train, then they walk across, and eventually get to the border and know who to contact  - African girls pipeline: who approached them, what was the story used, how were they transported – all these create data points: if they came from X... how did they get there? What story was used? What documents were used to get them across the border? – This will allow us to start to understand the modus operandi  **Wouldn’t it be great if…**  - We had consistent numbers, statistics, data in general; consistent methodology for doing research and sharing data  - We knew the actual scope of the human trafficking problem  - We could consolidate and get a minimum set of questions that can give us the most amount of data (conversation; non-threatening, flows naturally) & sharing the information with everyone relevant (victim services, law enforcement, etc.)  - We could attempt to predict the paths/routes people will take for human trafficking so that we could start to pinpoint where traffickers take their victims in attempt to capture them i.e. specific airports, names of traffickers, etc. or make links between different cities or countries  - We could combine geography with MO  **Ideally,**  It would be great if we had already collected this type of geographical data from NGOs and law enforcement, and charitable groups who help victims  - Even if it`s not name specific, village/country specific – any kind of data can be used to form aggregate data  - We would consider that everything done is geographically oriented (where the victims come from/how they got there/where they were kept/where they worked, etc.) – all of these have geographical points  - If we think about it this way and add the consideration of MO, then we can start building a geographic picture of what is going on: which provides us with focus areas  - Also gives you the opportunity to look across country to country  - We need to create a standard data collecting model: we need something proven by practice  - Having an 800 number for everyone to call: for the organizations (i.e. law enforcement, NGOs, etc.) as well as for victims  - The International Coordination Centre can help to coordinate data collection/research and the organizations that are doing this research  - This provides real analytical capability: hard data i.e. if hear from victims that it was “Sammy” who lured them in different cities, we can start linking where people have identified him in the trafficking ring | **What are we already doing?**  *Activity: Lead Organisation*  (1) Tracing where phone calls are made: Polaris Project  (2) Interviews anyone apprehended where they come from, what route they took: US Border Patrol  (this type of approach can be used to create a predictive model)  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Develop a standard set of questions to ask victims  - Establish coordination between society (NGOs) and law enforcement; need coordination between everyone!  - It is about analytics: scientific analytic data and approach  - Taking a standardized approach to collecting research/data means that everyone will be doing the same thing/taking the same approach so they can be compared and we can start building a global picture  - Targeting the audience in appropriate places: i.e. putting the hotline info/number in places where potential victims can see it/access it  **How might we get this done? Describe the general approach**  It starts with collecting the RIGHT data! Then we can start looking for co-relationships among the geographical points (internationally, nationally, etc.) i.e. where people were arrested, what their names were, etc.  If we could get every NGO to have a common set of questions, a post-apprehension/post rescue set of questions, now we can start looking at the problem analytically & geographically on a GLOBAL scale  Develop a world-wide central number as hotline & also link to other hotlines across the world so can connect and coordinate victim assistance  Coordinate NGOs, organizations, etc.  Need resources in order to be able to help victims – i.e. if call from Tanzania and need help, but don’t have anyone there to help it is essentially useless  Applying a geographical lens to the study of human trafficking  Establish a group to develop the model and the question set (incorporate different stake holders to get a full picture i.e. law enforcement, victim services, immigration officials, etc.)  Doing location analytics: looking at where people are coming from, how they are getting there (i.e. specific routes, what borders they cross, what documents they used ) – we don’t really know this information specifically – this would help us target potential suspects to be apprehended i.e. corrupt border officials who are being used to move people out of country X using fake documents | 1. Create a data model to collect data in a standardized way  2. Create a script and standardized set of questions to be asked conversationally from the data model to get as many data points as possible (from hotline calls; to be used in every call centre); collecting similar data to provide quality analytics (data, link wise, etc). for every group to model to collect as much data as they can; universally agreed on questions, so can at minimum obtain the geographic points & get information about suspects (first names even)  3. Take that data and provide analytics (not just geo) but link other types of analytics (SASS) using the technologies available |
| 3-C | Data Access | Did not happen – merged with D |  |  |  |  |
| 3-D | Data Sources | - Unconventional data sources that people do not know about and can be useful  - What is dream data?  - Who would have access to info?  - Data sources  - Privacy related issues  - No technical reason data sources cannot be taken in  - It can be time consuming, technical and there are non-technical problems  - Legal framework  - Technical perspective is the easy thing  - Taking advantage of Interpol who already take info on child trafficking which would be a great data source  - Secure environment  -Requirements from customer - if you do not have something quickly there is no point of doing it | **In General…**  Who has data?  - Legal and political delays  - Info that already exists but is not in any database ex: from world vision  - Today there is a binder of info that is not being looked upon  - That identification information that is already out there will provide us the fastest results – Basic bio information and geographic info  - Stats Canada looked at a study to determine if it is it feasible to have a human trafficking database. They found, it is feasible but there is a problems with the information being matched up. (It is difficult to collects comparable info).  - Can help police identify victims rather than having to ask them for information, many of whom do not want to be identified.  **What is working well?**  - We have a hotline in some countries  - We have an advocate that is mostly a connecter to police  - If a person is put into system they are given a nominal identification number (maybe something we can adopt)  Able to communicate while protecting the source.  Currently used by police. This cop looked at your number and you give reference # and you can contact them if you want  Flagging system  Identity information  **What are the issues and concerns that need to be addressed?**  - Who has the Data? Having identification parameters?  - We need the police to work with NGOs – to have as much of the basis as available  - The data we are talking about is identification information – 1st level: info that allows for identification - photo, scars, tattoos, name, place of origin  - No mechanism for people to know which recruiters are bad (ex: carnivals) |  | **How might we get this done? Describe the general approach**  - Suggesting info to move from NGO’s to our centre (the one we are creating)  - IBM has anonymisation data that could be used for NGO’s  How do we determine uniqueness of information to get funding but still keep it confidential enough not to identify people  - Strategic and Tactical information (looking at 2 types of information)  - Flagging through fingerprint identification  - Street workers need information on who they are (that is why the police should have the information before approaching them which will only be possible through a database)  - Having info about victim even before you approach them will make the police’s job easier because the victims may be more trusting.  - We need the information for both the prosecution of the offender and for safety of the victim. Sources outside of database  - Where is the source of data?  (Airport, who paid for the ticket, Credit Card, Open sources, It varies depending on legislation of the jurisdiction)  - The people on the streets (victims) can identify those who are trafficked. | 1. Explore norming of data collection and categorization  2. Compile a list of NGOs willing to share data and what restrictions  3. Baseline study of data ecosystem. |
| 3-E | Communications Between Specialists  Coordination between members of each sector  Inclusive of as many expertise fields that can shed a light, offer understanding/knowledge | Problem there is no communication  We need a centralized approach for intelligence sharing  Education on human trafficking | **In General…**  We need to bring information together  **What is working well?**  We need NGO’s they have to apart of the solution as well  **What is not working well?**  Police holding information  Compartmentalize the centre for victims privacy  We need to have a clear 1-800 number for people to input info or concerns they know  **What are the issues and concerns that need to be addressed?**  Do we want a coordination centre , that has everything such as a law enforcement sector, public intelligence  We need to have a database to share information | **It would make a real difference if…**  Law and general public knew exactly where to go to share information  So we can learn from others  Use the intelligence for education  **Wouldn’t it be great if…**  People could always show proper identification to stop illegal people from entering our country to become victims  People knew how to help where to go and make a difference  **Ideally,**  Putting information out there at truck stops and strip clubs for girls who need help and how to get help  Border crossing to be more strict/investigate suspicious activity  If a man comes through with multiple girls he should be investigated  Coordination communication and inclusiveness to work together on international level by including all countries that do this on a local level | **Activity - Lead Organisation**  Research groups that identify other lead organization that have expertise in global networking and collaboration building  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Get education out there people should know how to help how to identify a problem when they see it  Law enforcement needs to look for signs (when a Russian comes from Mexico without a passport there is a problem)  **How might we get this done? Describe the general approach**  - Public education should let our youth/teacher/social workers/ foster homes know how to identify a problem and understand what it is  - Know the difference between smuggling and trafficking  - Stop the agencies enabling these problems / follow up  - Look for the problem(closed windows, many women in one household without a connection to each other | 1. Create a centre and have people share contacts within human trafficking (start local)  2. Get those who deal with general public to know the sign (postal office, nurses, fire, hotels  3. Get big names (celebrities) to raise awareness, from all over the world (every continent) maybe create a song with many artists to create awareness  4. Get the school board taking action to educate our youth on human trafficking so our youth can make an informed decision  5. Additional working group developing that collaborate the tactic department security for cross group collaboration  - utilize group management for international experts |
| 3-F | How to ensure a sustainable and fair TRADE CENTER with a sustainable technology that is without Human Trafficking. |  | **In General**  We don’t have a Center anywhere.  **What is working well?**  The USA/Obama initiative about the code of conduct in regards to human trafficking. Federal contracts over certain amount needs to be free of human traffic even a sub-contract level.  Unfortunately in Canada is limited.  **What is not working well?**  Force labour behind sustainable development. All forms of human trafficking needs to be address.  **What are the issues and concerns that need to be addressed?**  Education.  Centre needs to be the catalyst to disseminate information about trafficking and be the instigator of the decision making.  A debate at the society level – raise awareness about products and services we receive even from those we receive from abroad.  Look at probable existing models worldwide and also at Canadian centers that might already exist in relation to Fair Trade. | **It would make a real difference if** the Centre was to address Human Trafficking in all its forms. It would be like a resource Centre with working groups in charge of raising awareness of the different kinds of human trafficking that affects everybody’s daily lives.  **Wouldn’t it be great if** the Centre was to be an example of what the practices of Fair Trade entail, be the leaders in the Western world as Centre of Excellence on the incorporation and development of new tools to raise awareness and lead the change by educating new generations through tools and information on all forms of human trafficking. It would serve the community and the enforcement agencies alike.  **Ideally,** the Center is not to develop new tools but to use and network those already in place around the world. | **What are we already doing?**  *Activity - Lead Organisation*  Slavery Footprint is a tool that gives you data on how many “slaves” you use on your daily lives by the hour.  The Freedom Project also provides good tools that can be used by the Centre.  Also the Fair Trade Certification on line.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  The Centre is a need to make sure all forms of human trafficking: sex exploitation, force labour/child labour, organ harvesting, child soldiers.  To create broader definition of these forms of exploitation.  Collect data to demonstrate the need for the Centre.  **How might we get this done? Describe the general approach**  The Centre should be part of the solution and work with all areas of trafficking. | 1. We need to raise awareness that our behavior as consumers can make a difference in the world of human trafficking  2. Ensure that the way in which the Centre operates is human traffick free as much as possible, within realistic expectations.  3. Data collection that connects the dots globally to draw from all forms of human trafficking. |
| 3-G | Investigation techniques | -VICLAS: linkage system to gather as much information as possible on the movement of a suspect (VICLAS will send letters to suggest a meeting between two agencies), data based (behaviors or individuals, etc.)  -we are talking about an international resource center | **In General…**  - VICLAS has been running for years (international) and helps starting investigations  **What is working well?**  - VICLAS iclas gather all the indecent acts that a suspect would do.  - Trash runs are helping getting insignificant (receipt, etc.) matter, and turning it into helpful data.  **What is not working well?**  - VICLAS is not a real time database, so while something gets developed, times goes by and suspect have time to move.  - No standards for the database structure anywhere.  - Lack of proactive action  - Classification of the human trafficking process in the justice system (prostitution vs victim of human trafficking)  - Many services just started dealing human trafficking cases, so educating those services through sharing of data from more experienced agencies?  **What are the issues and concerns that need to be addressed?**  - Viclas is most efficient on a short-to-midterm basis  - Coordinate the access (and input) to database  - Control the knowledge (not educating the predators) | **It would make a real difference if…**  - The center would be based on an international platform  - We would educate the public to get a general knowledge of how the human trafficking works.  - The public must consider human trafficking as a problem, otherwise they won’t support the issue, so expose it to them through media, social network  - Identify the needs (training specific training to different officers)  - We would have the victim support  **Wouldn’t it be great if…**  - The general public would be aware of the issue  - Officers would be more educated/aware of the issues  **Ideally,**  - Assets forfeiture would be studied more carefully  . | **What are we already doing?**  *Activity - Lead Organisation*  -Viclas is already  - Special forces  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Put a face on the issue (Celebrity) to  - We need a dedicated ground to gather the good cases (training, working)  - Money gathered from seizure could be really helpful to the police forces (in Canada, it goes to the crown association) and victims protection, etc.  - Suspects have a lots of rights and this is why we force them into court, where the victims does get much (a program would be very helpful to support them)  - The safe houses are not adapted to women with those specific needs  - Witness protection support (program to structure them since they have been institutionalised)  - Every countries has different laws, so a UN treaty could help structure the program  **How might we get this done? Describe the general approach**  -Since these cases doesn’t get solved in a week, we need more time, agent to take care of the victims, agent to go undercover, agent for surveillance and mostly, we need law/legislation on our side.  -getting other specialist to come to these kind of summit, to get more expertise in the debates. | 1. Seek VICLAS as a short-term tool until we find a new (better) way of dealing with the database  2. Research covert investigative methods to obtain solutions and best practices through different regions of the world  3. Multilayered training of many disciplines who intrinsic with the victims. |
| 3-H | Inter-agency platform sharing – best practices | Platform doesn’t exist;  Numerous disparate technologies;  - Different programs/systems | **In General…**  Determine best practices;  They differs from one culture to another. Trying to find one that will ‘fill all’ will be difficult; models don’t necessarily translate from one country to another.  - Share what model doesn’t work is also important  e.g. duplicating systems, when the one system could work.  Interpol could share on a global basis;  What’s available now?  Freedom registry (website); access victim services in the area; who’s supplying what services and where (currently US only, but moving forward with Canada).  - No one ‘owns’ it, (Chab Dai runs it)  Freedom collaborative website (launching on Dec. 2, 2013); online twitter, Facebook, share best practices, blogs, discussion forum  specific on anti-trafficking  New ‘Facebook’ for law-enforcement only  - Could we have something similar for anti-trafficking  Models and sharing;  - LEO (FBI program- Must be law-enforcement US only)  - HISN and Homeland Security Information Network (Law-enforcement US only)  Education, Victims Services  Relationship between law-enforcement/NGOs, Victims Services  - Sharing the information  - Protecting the information  Analysis and stats  to increase funding?  Committed individuals  - Everyone should be involved  - Disconnect; officials (chiefs and heads of government) need to be involved as well. Marketing and awareness could help draw them out - build the pressure on the decision to pay attention to this issue  **What is working well?**  - Good at collecting (separately)  - What is not working well?  - Disparate system;  - Duplication of work  - Within law-enforcement, NGOs, competition; information is power - competition for funding to do ‘more’  - Information is spread out; not available in one hub/portable  What are the issues and concerns that need to be addressed?  - Communication, clear understanding of what’s available and where  - Educate - What the problem is, how we can help, economic impact    Focus back on the key issues;  - Is this helping the victims, helping to stop the traffickers  Help law-enforcement;  - To know where to find the information/services (readily available); the victims will get better help  - Victims don’t necessarily want to talk to a ‘cop’ | **It would make a real difference if…**  Better sharing and communication;  - One platform/location with all the information that was not affiliated with any particular agency, NGOs, law-enforcement  - Less red tape  **Wouldn’t it be great if…**  The International Resource Center could incorporate this platform/idea as one of their key action items  - Produce the platform  - Information will need to be decided whether the information is secured/private. Dual platform; (Unsecure portal: that is open to the public; for information and discussion, Secure portal: secure information to filter private information)  Data  - Law-enforcement; convictions, cases that did not lead to convictions  - NGOs; cases brought to law enforcements (leading or not leading to convictions) Data would then be able to be analysed + better stats  Stats:  - Where do stats come from? Reported, unreported  - Travel patterns, sex-tourists, possible victims, financials  **Ideally,**  Agreement from all sources (national and international)  - Where, how to collect the data/information | **What are we already doing?**  *Activity - Lead Organisation*  - Freedom Registry (Chab Dai)  - Freedom Collaboration (Chab Dai)  - Interpol  - LEO (FBI)  - HISN and Homeland Security Information Network (Law-enforcement US only)  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Through education and awareness  - Neutrally-owned centre to ensure buy-in from all agencies  **How might we get this done? Describe the general approach**  - Building one hub between NGOs and law-enforcement and governments  - Developing a neutral entity to support the reduction/elimination of human trafficking. | 1. Develop a neutral centre to encourage participation/buy-in by all  2. Identify resources for leveraging current best practices  3. Develop one hub with secure and unsecure portals to enable information + data sharing including best practices |
| 3-J | Governance / Oversight |  | **In General…**  - No governance structure because the center doesn’t exist  - There is a requirement  - Project funding to get the physical location going  **What is working well?**  - Examples : the antipersonnel mine effort of Canada (how it grew internationally, especially the structure, came about 4 years  - This current conference is phase one, so the next phase is the  **What is not working well?**  - Too much government involvement in the international level  **What are the issues and concerns that need to be addressed?**  - The difficulties of looking for a champion  - There should be donors and a team of experts or interested parties, delivering the promises  - The independence of the body, is it required or not and if it is how much  - How should it look- what is the vision, mission, what all needs to be done  - What all needs to be done without considering the resources: Identify all the different areas you would like the center to address  - Will there be teams, if they have their own resources they can have team that can help in a specific area  - Developing a management framework  - A phased approach to its development | **It would make a real difference if…**  - A bit of a road map of how we get from here to there - how the center could be brought to being, theoretically, virtually, physically  - Someone has to put on paper what this international vision should look like in terms of a management framework- business planning, business framing, business and management sense  - How do we structure this to deliver, what we are doing short term, medium, long-term goals, what our funding would do  **Wouldn’t it be great if…**  If it was an international organisation like Interpol, UN etc.  -You might want a working group (those that have the bigger picture, developed legislation, those who have wrestled with interagency agreements, and those who have brought those challenges to the table)  - Developing different models for governance  **Ideally,**  - It should be a clearing house for information that has to do with the management of the business of tackling human trafficking  - You need operational, strategic, teaching business planning, risk management expertise, management expertise that any institution needs  - Management framework- non-profit business countering trafficking  - Your success is your ability to coordinate all these aspects e.g. Fundraising, data management and sharing of information  - Sharing of information at the strategic level (how have you solved this management level, how do you fundraise, what sort of legislation has been put in place – it has become a lesson learned structure  - A lesson learned structure that can help you or guide you in how you mange business  - Some structure at the international level, such that it encompasses all of these management tools on a comprehensive government framework that the user can trust and use  - These could be an organisation that many can have posting for (police expertise victims and overall systems management expertise) | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - All efforts are currently bilateral- information sharing agreements and legislation  - Other conferences as well (There conferences on international drug trafficking, there are formal and informal agreements, memorandums that all sharing of information)  - This could be a duplicate of efforts – budget restrictions could be constraints for the frontline workers to be involved like the FBI  - What clout or influence does an organisation have? Do we need an international agreement that gives it clout  - It is a resource center not an organisation center  - Mission statement is the key piece, what it is you are expecting it to accomplish  - Capability has to aligned to the mission statement – you align your organisation, your function, your business profitability  **How might we get this done? Describe the general approach**  - There is a requirement for setting up expertise on how to develop the mission statement and build those other pieces  - There organisation that run a work shop, in how to get to a mission statement – there is requirement for more workshops to tackle specific areas.  - The first step get enough signatures to get some steams behind these issues  - Someone has to make a discussion paper that discusses the mission statement | 1. Define a mission statement of the IRCC and then align the organisation structure, management approach, and roles and responsibilities to that mission.  2. Identify those successful organisational examples who already exist that are preforming some or all of the functions. Research done on the current models on what is working well.  3. Benchmarking (Fact finding) to develop best practices. Conduct a benchmarking visit to those organisations identified as successful to determine their best practices regarding the development of governance, management, organisational structure, and business processes. |
| 3-K | Build Partnerships | It’s about building relationships  Partnerships are lacking, and needed. In different areas services are more populated than other like in Ontario  Some areas have better relationships with other organizations then others | **In General…**  Right now there are certain areas with connections like victim services, but others not really relationships with NGO (from Saskatoon police perspective)  Every organization has a common goal, and it’s a matter of working together with the resources that you have - building partnerships is the way to get to a common goal  Some people are territorial with their information, like police, so it’s hard to share when you don’t want to but how can you help if you don’t  **What is working well?**  We’re at a starting place now, were trying to build relationships so not much. There is potential for establishing relationships but there is also a lot of people not here, like CBSA, RCMP etc.. Identifying gaps for organizations, professionals to get involved.  **What is not working well?**  Not everyone is on same page. Not all key stakeholders are at table. Though this is a new initiative, it’s not for a lack of effort but this is the beginning, the people who need to be here are here and next time around it will attract people who should have been here.  It comes back to awareness.  **What are the issues and concerns that need to be addressed?**  Funding to be at summits like this one - key stakeholders not here  People at the higher level have to build the relationships but some don’t prioritize it, some don’t have the time to come. The people at the top establishing relationships aren’t always the ones carrying out the work and relationship itself.  How do you get everybody on board and working together? | **It would make a real difference if…**  Do a survey and determine expectations of people here, how much are they willing to commit, what is expected. Also do organizations have funding to come here? People are paying on their own to be here.  If you knew you had something tangible to come away from this conference with would make a difference. Especially for those paying their own way.  **Wouldn’t it be great if…**  Some organizations paid for fees to be here, student discounts-  Interactive website, constantly updating with new information, and to get access to new information you have to be a member. A nominal fee, so it’s not so expensive tone a member. Make it more dynamic as opposed to static where you have to come. | **What are we already doing?**  *Activity - Lead Organisation*  - This summit!  - Police trying to build partnerships with victim services to see how to combat this problem, build relationships within communities.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Awareness within the community and law enforcement, that human trafficking is happening - getting everyone on board.  Public awareness and training - by campaigns, getting into schools.  **How might we get this done? Describe the general approach**  Getting funding, and that’s hard without “reliable data”,  Higher ups need to hear this so they can effect meaningful action, like only one politician here advocating. The people who care the most don’t really have the resources to do anything. | 1. Convince superiors, organizations and key stakeholders that they should be involved and be key partners moving forward  2. Raising awareness  3. People who are participating in this to make a commitment to keep the initiative and inertia moving forward |
| 3-L | Where will be Centre be Located | We can start off by discussing the cons and pros of fully virtually located institutions. Therefore, Maureen gave us the example of the totally virtual organization where she currently works. However, it seems that physical presence can either help or be needed in many different regards and this is something we need to keep in mind. For what is of Law enforcement, it is clear to all members of the group that physical and tangible presence is needed. In terms of policies however, a virtual entity could be enough and maybe work better. Before talking about locating the center, we should stress out what will be its specific mission. | **In general…**  Right now, the center is basically located on Maureen and Kim’s laptops. There is not much of a current state.  **What is working well?**  Many examples where given in terms of how communication between the members/staff/etc. of the center would be able to communicates efficiently = Skype, Centra, etc. In fact, it seems that virtual communication and existence would allow many more people to join the movement and make a difference at a larger scale. “We need to reach out at as many people as possible”.  Law enforcement is the most advanced sector in terms of having multiple operating models, hat work efficiently on the ground.  **What is not working well?**  In order for this to work, we need to figure out how will the center be constituted, what are its main objectives, its agenda, its MISSION, etc.? This is something that has not been working well in different other projects, because people go forward and start their activities without having any common ground or common understanding of what they want to accomplish. We all need to be on the same page when it comes to what does Human Traffic mean and how we want to address the issue. Also, this is a very broad issue and we need to figure out what part of it the center needs to address, in order to fill in the gaps and solve the issues that persist, NOT the ones that are already being taken care of.  **What are the issues and concerns that need to be addressed?**  We need to take into consideration jurisdiction issues and challenges (censorship in China for example), inequality in terms of access to technology around the world, etc. | **It would make a real difference if** the center could aim at filling in the gaps instead of reinventing the wheel.  **Wouldn’t it be great if** we could establish some kind of fusion centre. This is based on a holistic perspective where the total is greater than the sum of its part. There is no need for a center, because organizations would be able to virtually connect which each other from everywhere around the world.  If there is no center, there might be an “authority issue”.  Collecting date and apprehending traffickers becomes very complex and this is something we need to be aware of.  **Ideally,** we may be able to create an information-based database about traffickers: create an index, a pointer to the dater that states where the trafficker has been spotted.  The center can be seen as gathering a massive index in order to coordinate between agencies. | We need to reach out the national, regional, etc. agencies and connect them through some kind of virtual/digital network.   * Collaborate with Regional Centers such as the European Union * Polaris   **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  We need to discern between categories of issues and focus on specific ones if we want our actions to be efficient. For example, we have intelligent issues victimology challenges, etc. If there is no center, there might be an “authority issue”.  **How might we get this done? Describe the general approach**  We need to clarify and understand that we are not going to “bust” the traffickers. We want to provide information to the organizations in order for them to take them down. In fact, we need to remind ourselves that this is a resources and coordinating center. “You may not to be able to maintain the data but you may be able to provide advice to those who are”.    We come back to the authority issue. In fact, we need to figure out if this will be a support or an active center.  There would be two different centers. One for support and one for information. We want to be able to articulate the problem of how to organize the center to run the administrative side, and how to deliver support. From the support side, law enforcement and other NGO’s could share information in order to provide better services to victims for example.  There is a need for researchers = BASELING. | 1. Setting the mission and mandate.  2. Define what the problems are in order to figure out what our roles would be.  3. Define what pieces of the problem the center will be dealing with and, depending on this, figure out if we need to be centralized or not (functionality). |
| 3-M | Victims Services | Victims services.  Victims center: center who might help the victims, with counseling shelter, food, safety and protection | **In general…**  Working well, there are a lot of services and committees working on it. There is some training at the police, on the recognition of the first sign of what human trafficking.  Awareness for human trafficking is not as important as necessary.  There is some gap between the need and the availability of services particularly with houses.  **What is working well?**  There is coordination with the police officers and service department to help the victims.  There is some communication going on. Involved actors are networking.  Police officer recognizes the need of training in frontlines to help them identify and direct the victims.  There is a directory (informal network) to transfers victims to safe places. There is a possibility to do it on an international level.  **What is not working well?**  There is an important need of funding for victims services.  The resources available to service center are not enough to support all the victims.  Service support center use some centers to help them but those center do not have the same mission neither the resources (like counseling services) to deals with human traffic victims.  **What are the issues and concerns that need to be addressed?**  There is a lot of NGOs that are fighting for the same cause, but they are not communicating among each other to work efficiently. There is a need of a national coordination and the creation of a data base of the NGOs involved with human trafficking and service available to them.  There is a lack of infrastructure and resources to help the victim. We need to consider the cultural context of each case to better serve and help the victims.  A lot of things goes under the radar, so there should be a way to allocate the resources effectively to help people.  Lack of help from the private sector, who might be the best to have early information.  There is a problem with volunteers work. They are not qualified enough to be talking to victims , there is a high risk involved with that , however , they are valuable and definitely needed to the support centers. We should find a way to use appropriately the resources provided by the volunteers. | Police and NGOs have different perspective and need to be address  The hotline is definitively a ways  The first thing is to do , the research and gap analysis to understand the service  An international survey to know what is out there and what type of service is available  Partnership between centers  Formulation of a effective working groups to help the victims and search the appropriate service  The international network need to be accessible to NGO’s  There is not job for people that are involved in Human traffic for the specialist, or people that are knowledgeable  Legislation to ensure everything is done in a victims help perspective | **What are we already doing?**  *Activity - Lead Organisation*  Transportation of victim - WestJet  An organism that connect centers – Polaris  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - In one hand you can take fund from company but you should involve them into using appropriate worker and push them to communicate with the authority.  - Redefine general perception of “the victim” of Human traffic (i.e.. Middle man)  - Engage businesses and corporation in the cause  - Use the volunteers in the best way possible, to protect the victims and the organization  - Be victims centered , emphases on what they need the support center to do  **How might we get this done? Describe the general approach**  - Working groups to discuss the funding opportunity and how to best help those department  - Create an hotline to provide the victim a place to freely talk and provide they concerns, we should also allow them to communicate through text messaging  - Create a network of safe places(broader than just a working group)  - Need a national coordination of funds  - Strengthening partnership and relationships among all the parties involved. | 1. Research do a gap analysis on current research  2. Formation of a functioning working group/ committee  3. Victim center lenses to inform policies and procedures |
| 4-A | Collaboration between Different Disciplines | Is there a place of multidisciplinary teams? Mental health, social worker, child & youth care. | **In General…**  Human trafficking is an international problem that requires an international response.  **What is working well?**  We are currently establishing a collaborative centre by the name of Freedom Collaborative that will launch December 2, 2013. The centre is a system enabling victims to acquire the service they need. It's essentially a network for organization that are unable to communicate with ease. There is no name officiated with the network as a means to encourage a widespread participation of various organizations.  **What is not working well?**  Establishing collaborations between existing organizations. Encouraging political and economic involvement. There is difficulty establishing a collaboration between organizations even on a micro-level. Finding a way to centralize data in a context where data collection isn't transnational/global. Some organizations are competing rather than collaborating.  **What are the issues and concerns that need to be addressed?**   * How do you create triggers so action can be taken? What prevents and supports it? What do victim services look like in multidisciplinary context? * There are hundreds, if not thousands, of actors to be taken into consideration. * Ultimately, we need to specify what kind of data could be useful. * Human trafficking is a tougher issue to brand as opposed to the war on drugs; it pertains to women and child. Establishing credibility among the organizations as a collective working against human trafficking. | **It would make a real difference if…**  Different sources of data and organizations were able to collaborate and exchange information; a wide array of sources and organizations other than what we would typically expect. If there was a centralized list or group detailing all the relevant organization; awareness in regards to organizations that already exist.  **Wouldn’t it be great if…**  We could establish relations with academia. For instance, criminology labs established with the RCMP to receive and analyze sensitive data for academic research. As well as links with the political and economic spheres.  **Ideally**, anonymization of data to facilitate information sharing in a way that doesn't compromise data/privacy concerns. We would exam these social problems (human trafficking, child exploitation, violence against women) in a multidisciplinary approach. | **What are we already doing?**  **Activity - Lead Organisation**  We are in the process creating collaborative centres.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  We need to encourage political and economic participation. It has been said that signs of human trafficking can be witnessed via financial transactions within the banking system. As for Freedom Collaborative (and other organizations of its nature), we must maintain a neutral ground and avoid any political affiliation/personal interest. The cause must be kept at the centre of the discussion and effort.  **How might we get this done? Describe the general approach**  For the political aspect, we can mobilize political figures and public awareness. As for the financial institutions, we must put pressure on the top bank CEOs to recognize that their service is permitting the propagation of human trafficking. This can be achieved by creating media buzz by encouraging awareness. | 1. Insist on policy on the neutrality for centre. All participants accept and understand participation is free of political, etc. Agendas, but focus on goal.  2. Establish a media buy-in to encourage collaboration and participation.  3. Centre to approach players (financial, political, law enforcement, other government organizations, NGOs) to buy-in and take advantage of existing collaborations/platforms like [www.freedomregistry.org](file:///F:\www.freedomregistry.org), freedom collaborative Polaris, law enforcement collaborations, etc. |
| 4-B | Language, Interpretation, Translation: Overcoming Barriers | How to overcome language and cultural barriers between victims and law enforcement/NGOs/victim services. Issues of cultural differences and how they affect how people understand i.e. what happened to them, whether they consider themselves victims, how they understand human trafficking, etc. | **In General…**   * -Having bilingual people in an organization doesn’t necessarily make them an interpreter * -law/medicine requires a professional interpreter to deal with victims. * -cultural interpretation is an issue: now referred to as language interpreters, not supposed to give cultural interpretations * -often victims get very frustrated in a court of law because of a lack of communication or differing cultural perspectives/understandings * -language barriers and different cultures do not fit together i.e. there are some English words that do not exist in Chinese, so have to try to make them up to find a suitable alternative; if talking to young victims of sexual assault = you might have interpreters changing the words of the victims (i.e. saying “making love” when the victim actually said they were “anally raped”) * -interpreter training is extremely important for this can affect how people understand what human trafficking is * -experience working with interpreters: depending on the client & the victim, esp. with Chinese victims because of the closeness of the community, the interpreter must be from the same community/region/province that the victim comes from (i.e. dialect issues: victims might not want to talk to them because they are afraid that the interpreter won’t accurately communicate the facts) * -different categories and layers of interpreters i.e. conference, court, community, and telephone interpreters * -in the US they are starting to specialize interpretation in the medical field * -trauma that is developing in interpretation: need to provide toolkits and self care for those involved because they are dealing with very traumatic situations   **What is working well?**   * -in some Western societies there is awareness that there should be an interpreter for victims * -video interpreting: via Skype * -networks/organizations sharing each others’ resources & interpreters (i.e. especially for rare languages that trained interpreters are not common in) * -building on lessons learned   **What is not working well?**   * -using family members of victims as translators/interpreters * -difficult to find 1 person who speaks 5 languages, instead end up getting 5 different people * -using a victim as an interpreter for everybody else: not getting all the information, you are just getting the perspective of that particular victim * -phone interpreting: no interaction, very difficult because can’t see the person * -sometimes not getting all the information you are supposed to because it is being censored by the interpreter * -not having enough interpreters can take away an investigative advantage (i.e. ready to get warrants but the can’t; or finding out the interpreter knows the victim and/or offender) * -people who are not well-trained in a language doing interpretations (resulting in poor or inaccurate translations) – this is problematic in court cases: working with legal aid clinics – don’t want issues to hurt the case or misinterpret or affect the case in any way i.e. victim impact statements * -lack of availability of interpreters/translators   **What are the issues and concerns that need to be addressed?**   * Training/certification of interpreters * Building collaboration with service providers; giving interpreters the information they need to prepare (i.e. if they need to do a rape kit they need to be notified in advance) * Interpretation not just for victims but for international collaboration: policy, law, etc. diplomatic interpretation * Speed of accessing information and translation: immediately over the phone followed up by a face to face meeting afterwards (especially law enforcement i.e. having the grounds to arrest someone) * Having multiple interpreters that victims deal with this can change the interpretation of their story * Law enforcement having to use their own officers for interpretation (if they speak the language) because need immediate help to be of practical use, but this * How to maintain accurate data * Different accents/dialects in various languages: this can pose a problem because if the victim/interpreter doesn’t speak that specific language/dialect, they might not interpret accurately, or hte client might not understand what they are saying (because words and dialect are different) – this needs to be addressed by service providers * It has to be in the victim’s primary first language: what is the interpreter doesn’t speak this? * Making sure the interpreter is sworn to secrecy/privacy; not repeating what was being said, etc. don’t want to compromise the case for police in investigations; also sometimes police techniques get revealed in interpretation of interviews – this is a problem * Possible conflict of interest: the interpreter could potentially know the offenders/criminals * Interpreter is not the one asking the questions, but just translating them; should not be the one clarifying questions victims asked * Cost is a huge issue: in Ontario for victims for domestic violence = free but people don\t know this * Being interrupted; but also cost for interpreters has to be included in budgets and if it is needed immediately it can be hard to access the funding necessary to continue investigations; also translating long documents is very expensive * Document translation barriers: having lots of people interpreting various documents can * It is not foolproof: 2 people will translate something differently * The same document being translated from 1 language into 2 or 3 others; then you have translations of translations | **What is the desired outcome or ideal future state or capability?**  **It would make a real difference....**   * -if we had an international database: standards need to normalized/established * -if we developed international standards for what the interpreter should/should not do (and what people who use interpreters should expect) * -if funding was easily accessible for law enforcement in the spur of the moment – i.e. for interviewing suspects or translating documents when time is a sensitive issue * -if we gave people a real opportunity to express themselves in their native language – not doing this could be losing certain rich information, facts, or data i.e. people express themselves much more clearly in their native language, no matter how bilingual they are (the nuances of meaning will typically mainly come through in their native language, not in a second language); especially for victims who are speaking of very sensitive and traumatic experiences! you want them to express themselves an tell their story, not to worry about making mistakes when speaking English   **Wouldn’t it be great if…**   * -we could coordinate interpretation services from across the world (collaborate) or develop their own system * -we had a centralized database of resources everywhere that are available * -we had voice recognition software that could do translation; or more accessible and accurate translation tools/software * -we had simultaneous translation: on social media/texting – translation and interpretation at the same time * -we had clearly defined responsibilities for interpreters/their role in a team environment/ clearly defined roles * -could access side translation services more easily: i.e. getting someone else to read documents to them and they will translate (without writing anything) – for instance reading confidentiality agreement – this is cheaper than having to pay for interpretation   **Ideally**,   * front line workers i.e. detectives could have a database centre they could access easily when needing interpretation services * we would have a roster with all the information: i.e. a list of people and what languages they speak, what areas (court, hospital, children) they specialize in. * -we would have simultaneous translation/interpretation * -we would have a model for interpreting (currently being done in the US with medicine; hospitals have interpreters that are hired by hospitals who are part of their team; they are part of that team * -all companies would take the time to do proper translation/having enough staff/having people who are knowledgeable about the specific languages | **What are we already doing?**  What are we already doing that contributes to achieving the Future State defined above? Build a comprehensive list that includes everything that your group members can identify that supports or potentially supports this Future State.  **Activity - Lead Organisation**  (1) in Toronto funding interpretation services for the homeless (need support on a continuum not just for one instance; same for trafficking victims)  (2) MCIS Language Services: Government funds free interpretation services in Ontario for victims who aren’t eligible for other programs; making services available to people for free or reasonable costs to assist/help them  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**   * having a database where officers can call to find out differences in dialect/language: an international language interpreter advisor: * people in i.e. the UK may not have knowledge/understanding of all the various dialects in China and India-how do they know which specific interpreter they need if they do not know themselves? * centralized services language system: so that police don\t have to arrange their own interpretation; should rely instead on this centralized system for their expert advise * standardization of interpretation * training courses * need funding/resources: agency fees for interpreters, having to get the charges authorized, etc. * standardized data base of records: want to make sure they are being translated in the right way, the right information is getting through, making sure original records are good enough to be properly translated and understood, * trying to break down the bureaucratic barriers, to make services more accessible and available to people all over countries (i..e not just restricting to one province i.e. can get free interpretation services in Ontario) – it’s not reinventing the services: it is making them more publicized and accessible to the public   **How might we get this done? Describe the general approach**   * -using/accessing resources: access to interpreters, training, new forms: i.e. phone/video interpreting (phone is very difficult); * -sharing lessons learned between organizations, agencies, and networks internationally: starting point, building on a good track record * -partnering with other agencies who already work in the field and collaborating/coordinating * -training & educating interpreters adequately: need a certain level of confidence to be able to interpret, and in certain settings * -sharing best practices amongst organizations * -everybody working together * -developing best practices: using what exists and training people properly * -education and training: face to face contact between interpretation centres/agencies and other organizations i.e. law enforcement – so they can learn how to do an interview with an interpreter present * -making people more aware of these language and cultural issues | 1. Develop professional standards for language interpreters based on existing standards and best practices  2. Train interpreters on human trafficking (terminology, how to deal with the situation, content, psychology); train service providers for working with interpreters  3. Developing a centralized language services system: i.e. advisors, the various technologies and tools available |
| 4-C | How to Finance This | * startup funding * sustainable funding model * money to run the centre * resource and funding competition (all fighting for the same money doing the same thing) * funding priorities * how do we get funding for the centre and to deal with the HT problem | **In General…**  A good portion of the funding is going to enforcement not to victims and prevention, and where do we get the money to attend these conferences and to discuss HT – a general lack of money and again not enough to victim support - predominantly government funded  **What is working well?**  Hit and miss but some coalitions working together and positive relationships (but it is hit and miss)  **What is not working well?**   * hit and miss * Who is the contact person when you are looking for money? Until the centre is build where do we go? * People fighting for the same money   **What are the issues and concerns that need to be addressed?**   * As above- start up finding –and who to go to? * Need to get buy in – it should meet some mandate for government funding for start up * Government and corporate fees | **It would make a real difference if…**   * If there could be funding for services to victims of NGOs * If there was money for this * If we know where to go to start (money, victims), what are the buzz words to use when asking? * If the statistics were made available * If someone says no to me for funding then who would I ask?. Contact List…   **Wouldn’t it be great if…**  The companies that it turn out have slave workers working for them i.e. Nike etc.. Those fines should go to these conferences and to help victims etc. (this could be linked to the business idea in the “thoughts” section below  **Ideally**, a list of speakers of experts available and pay honorariums | **What are we already doing?**  **Activity - Lead Organization**   * Magdelin House (google it to get more) – though this is about the victims versus the centre itself * Continue to try to get grants (Kim Derry) * Private sector donations * Bring in speakers and or participation from those that you would like to ask to fund (invite them to the table) * We must remember not to only think about women and children but men, slave labour etc   **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Tap previously untapped organizations, thinking outside the box, 10km runs, giant corporations should be funding as they are part of the problem  Part of the funding should go to the victims (that is up for debate as world vision etc is out there and we want to fund the centre, the centre is not where the victims will come)  **How might we get this done? Describe the general approach**   * Similar message out there to everyone * A cost to being a part of the centre ie membership fee/ time/ some kind of investment as we want SUSTAINABLE * You would get something in return * If training is done then they should pay for it * Still need to make sure that there is money to create and sustaint he centre – and then must have a way of prioritizing where money is given in the future | 1. Define the funding needs (what are we funding and how much do we need) – what are the costs to run the centre (ie software)  2.Create a database of funding opportunities  3.Create a LinkedIn profile of the Organization  4. Targeting the corporate world about how it can help (perhaps start with Google)  Thoughts – could we make this into a not-for-profit business???  NEXT YEAR: a 101 session (prior year’s summary) for first timers to tell them about what is happening and what happened this year – getting them up to date  SOMETHING to get the French only (or first language is French group) here, or a way of bringing back info to them (booklet) or a French contact person that they call  Common acronyms of the agencies |
| 4-D | Development of a worldwide data base?  Type and Use of Data | Centre Operations  Type and Use of Data | **In General…**   * When you are starting to look at technology due to sheer number of possible options it is difficult to determine what is best. * Unlimited capabilities   **What is working well?**   * The development of new technology to support this is growing * Use of data and analytics to make better informed decisions than in the past.   **What is not working well?**   * Continued use of proprietary software solutions * Sharing information   + Inter-operability of systems is difficult to obtain agreement 🡪 not technology but the governance of the technology * Corporations may not support * Fear of competition (fear of working with competition) * Corporate decision not willing to share   **What are the issues and concerns that need to be addressed?**   * Inter-operability between databases, systems, security, and privacy. * Have to be addressed on auto capabilities * You need to know who is assessing info and what are they doing with it * Lack of education * Lack of media coverage | **It would make a real difference if…**   * Ideal Future State to look for companies that are willing to work with organization, to give organization to work with the tools of their system * You understand that you are in the business to get money but at the end of the day you need to be a corporate citizen.   **Wouldn’t it be great if…**   * corporate providers could provide technologies * awareness and education | **What are we already doing?**  Activity - Lead Organisation   * not a lot being done in reality * lower priority   **What specifically do we need to do/change to achieve the Future**  **State and address the issues and concerns?**   * Contact corporations to sponsor events * Begin relationships with corporate partners that can support overall effort regardless whether consultant program or NGO. – needs to be something for them * Lots of big companies are interested in providing support, but we need to develop a tea, who will create and provide projects. * Can’t focus on US and Canada only but needs to be done throughout countries.   **How might we get this done? Describe the general approach**   * Educate and corporate awareness * Outreach * Certain organizations who should be here but are not there * Fill gaps🡪 but we do not have connections to the power * Outreach will bring people to the table to connect the frontline to the big bosses * Identify CEO and CTO who indicate interest and bring them in for a one day meeting about not how we do it but why do we do it. * Becoming proactive vs. through reactive is only possible through data. | 1. Educate corporate leaders to buy in program  2. Develop a Corporate Leader Summit to raise their awareness and seek assistance  3. Identify new technologies that support the collection, dissemination and analysis related to human trafficking. |
| 4-E | Networking between user groups  Coordination between countries with very different capacities to act/ protect/prosecute/enforce | Start to identify the individual participant network – who is missing (countries, groups, organizations etc. | **In General…**  We want to identify what each organization is providing  **What is working well?**  There are groups that have frameworks and start to share information  **What is not working well?**  The need to identify what organization is providing what information  **What are the issues and concerns that need to be addressed?**  How to share information through international conventions  **Future State:**  **It would make a real difference if…**  Coordinate efforts between countries  Resource and coordination centre  **Wouldn’t it be great if…**  Get organizations to share information without prejudice  Create an environment of positive solution  **Ideally**,  Creating diversity of inclusion where everyone is welcome to share  Has to create a dynamic ever changing being transformed by each culture/idea recorded  Always willing to take on new information/updating | **What are we already doing?**  **Activity - Lead Organisation**  As an example Ernie’s organization is putting forth effort to raise awareness internationally  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Stop looking at each country as so different. As much different as we are there are also many similarities.  Find the similarities  **How might we get this done? Describe the general approach**  Stop prejudice  Find our common ground | 1.diversity inclusion at a basisi in written into organizations structure in mission/goals  2.look at other organizations that coordinate transnationally and see how they work as a possible framework (ex. Ernie’s organization)  3.utilizing the networks people already have |  |
| 4-F | Public Prevention and Awareness | Building awareness of Human Trafficking in Canada  In General people’s awareness of HT in all of its forms in Canada seems to be weak and the Canadian justice system seems to be not enough educated on the issues. | **What is working well?**  Facilitation for NGOs and enforcement organizations.  CNN project – we need something similar in Canada.  Organizations like MAD Canada are well position in the public because it touches home.  Upcoming White Ribbon campaign that will focus on HT (yet to be confirmed)  **What is not working well?**  The “reinventing of the wheel” – educating the public is not enough. NGO’s need to work with the police across the country.  The lack of media attention of High level/profile spokesperson in Canada to raise awareness.  **What are the issues and concerns that need to be addressed?**  The need to have more judges involve, educate them on the issues that NGOs are involved on an ongoing basis and engage police also.  Lack of media coverage to impact the public on the issue of HT.  In order to avoid public interpretation of campaigns, pictures and photographs with clear messages need to avoid stigmatization. | **It would make a real difference if…**  A media campaign is targeted at different audiences; evaluation of the campaigns after they are done so they can be used in future campaigns.  **Wouldn’t it be great if…**  Groups, such as truck drivers, who are everywhere at all hours of the day and night, could be used all across Canada to have them assist those in distress. Through partnership with across the country organizations and business to create a network to educate public and workers.  More education to hotel workers to help identify victims and perpetrators.  **Ideally**,  Train the trainers organizations can provide support to police officers who are in the process of creating especial units to deal with local HT.  Posters and materials to reach the broader public; have more dedicated people to the media campaigns rather than volunteers.  Airports and airlines need to engage more; as of now, Ottawa airport authorities, for example, refused a proposal to have posters posted on their promises  Regional coalitions to stop the HT with full time staff. | **What are we already doing?**  **Activity - Lead Organisation**  Mirrors and pens with flyers that are being distributed by WOMENS SUPPORT NETWORK  MCIS provides training in Canada on HT  Canadian Women’s Foundation offers to share their presentations to the participants such as programs targeted to girls as young as 9 years old to build self-esteem  National Aboriginal campaigns for aboriginal communities on youth and sexual exploitation.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Educate the consumers on the whole concept of HT. Big cities are involved at high levels of campaigns which is a different reality for smaller communities.  Target population where they are most vulnerable with direct campaigns and long term programs on anti-trafficking (shelters, proms, and street youth)  Usage of social media to bring forward information of existing programs.  Use the expertise and support of international organizations such as UN, OIM, to attract public attention.  **How might we get this done? Describe the general approach**  Media coverage, posters, items to put in the hands of victims or possible victims. Crime prevention through education.  International Crime Prevention Practitioners is a Global organization that provides training to organizations does not have a chapter on HT. Canada will prepare a chapter on HT for future trainings. | 1. Sharing resources and knowledge  2. General and targeted awareness campaigns  3. Creation of evaluation framework |
| 4-G | Standards in data exchange formats to share information (NIEM-national information exchange model) | Discussion did not take place |  |  |  |  |
| 4-H | Training and Education | * Mandatory training to front line police officers and BSOs about human trafficking. * Need for decentralized training with one consistent message (about the IRRC) * County/Regional coordinator to be well-trained in context specific issues, law-enforcement and diplomacy in order to facilitate change bottom/up and inside out. * Getting UN training involved * Gap analysis training (law-enforcement+ NGOs + Corporate sectors) * Don’t train the suspects on how to hide the victims; .remember to protect victims | **In General…**  Generally, lack of training, no consistency in the message  Lack of planning in the approach, lack of understanding with what we are dealing with (;   * Differences smuggling versus trafficking * Conflicting view about prostitution/ ‘malaise’   **What is working well?**   * Canadian Police College; offers some human trafficking training * Coalition with various stakeholders * South Africa; team🡪 crown prosecutors, civil society, custom, immigration * 9 provinces * Meets every 3months (quarterly) * Freedom network; volunteer-based * Civil society * Collaboration * Police * Wire-tap rooms; homicides, robbery, drugs * Should also involve human trafficking * Get the right target; further investigation   **What is not working well?**   * South Africa * Difficulties working with law-enforcement; * Resistance in putting the effort/work to put into it * Lack of consistency/message, training   **What are the issues and concerns that need to be addressed?**  Resistance to change   * Well documented that it is complex; the most complex type of investigation; it’s not linear 🡪 depending on who the victim is, credibility, disappearance   Where would funding come from? Same message;   * Who will do it?   Country-specific/continent; well-conversed about the issue in the local area (political, social context)   * + Representative to champion the cause     - Standardized the work   + Document with registration/accumulating information | **It would make a real difference if…**  Global unified approach/coordination – Standardized Approach   * Enhanced municipal understanding   Education versus training  University versus Training   * Graduate studies versus Training in the workplace (e.g. emergency preparedness)   Convince the employer to provide the training   * Practical components, technical * Agency’s mandates; conflict of interests?   + Is it relevant to the job? Yes, but can we convince it is? * Priorities shifts with time   + e.g., impaired driving is now bad, 40 years ago it wasn’t so   Expand the vision; education about all (not just one country specific)   * How it can transgress into countries (e.g., learning about Canadian cases in the US, and vice versa) * What I do here, will have a great impact in another country; understand the bigger picture * Cultural social/cultural approach   Training should be have common threads, similar methodology  Recruitment;   * New recruits should incorporate human trafficking training at the recruiting training * Does it become information overload on top of all the other training (drugs, traffic, criminal code, etc.) 🡪 training has become the go-to solution, but will it be too much?   We expect law-enforcement ‘extra’ sensitive about human trafficking on top of their regular role   * Hypersensitive all the time; will they burnout?   Survey/Research on how much does the general public and law-enforcement’s knowledge on human trafficking   * Are they able to answer even half the questions?   **Wouldn’t it be great if…**  Make funding available  Research; stats to back it up   * Identify and seek themes specific to trafficking; develop and hence show that there IS a need to fight trafficking 🡪 have the stats to back this up | **What are we already doing?**  ***Activity - Lead Organisation***   * Training – Ontario police video training association * Coalitions – South Africa, Prosecuting Authority * Human Trafficking Handbooks, frontline policing - RCMP * Online training – Canadian Police Knowledge Network (CPKN) * Freedom Registry – Chab Dai * Freedom Collaboration – Chab Dai   **How might we get this done? Describe the general approach**  Recruit/solicit/attract champions in government | 1. Capitalize on the momentum; on the networking 🡪 knowledge transfer  2. International Resource Centre; become the hub for training; develop the inventory of training resources and research component  3. Ground breaking/ innovative training; ongoing technology trends to stay current/ ahead  **Other**  Why are we here? Because we want to be here; we are interested |
| 4-J | What is our mission and vision statement? | Getting between vulnerable victims and traffickers  Crime prevention and prosecutions; trying to stop victims from getting here   * Formulate the foundation of Human Trafficking and the center * Establish the goal * Strategic planning and management framework, high level organization structure and how to address it in a methodical way * Establish direction as to the baseline * Establishing a clear target and first draft of mission and function of the center | Between the mission statement and the problem you need to solve; who is the intended target and how to define the mission statement will define your success.  Focus of the center:   * Law enforcement? * What are the signs of trafficking? * Awareness of products: prevention side, investigate unethical businesses. * Are we responding to victims of the business to re-integrate them   If the center is put into practice, it won’t stop NGO and government from practicing:   * The center will have the information to provide. * Education and General awareness * Can we import data from government organizations?   **In general, the scope of the overall project is undefined**.  **What is working well?**  The most practical way is initially to be a referral center;   * If you gather intel, you can link people and organizations properly   “We have to **Craw**l before we walk”  Crawl:   * Awareness and Education at the international level * Is this entity going to be at arm’s length * Distribution, Coordination between agencies * Mission statement is driven by perception; it takes a long time to achieve your mission statement. You then get in the requirements of the center. * You must lay out everything it could do to meet your means (NGO, government, international) and then factor in budget, and then analyze discussions from Intel gathered in the field over the course of the years. * **Primary functions:** “If the center is the answer, what is the problem?”   + Problem with international focus in education and awareness   + Victim identification; its often public knowledge(biographical and geographical reference)   + Resource center:   + Victim services;   + Coordinating investigations   The center will not be able to integrate data from different organizations;  -Consequence of data merging  - the Creation of the center; mission statement, management framework  **What are the issues and concerns that need to be addressed?**  Coordination and Information sharing.  The high level mission is defining the center’s mission, structure and function; | **It would make a real difference if…**  International level coordination of issues:  Identify what specialist conferences may be needed and have the center manage them.  DE conflict conferences so they are coordinated and everyone can attend and share information.  What do we want to say we achieved next November?   * Coordination between legislation, laws and policies between countries * Coordination between regional actors and government officials * Coordinate partnerships with the private section * International Collaborative initiatives; international bodies will not “mess with national affairs” but sponsor and assist in the coordination of international agreements * Eliminate overlap between agencies   Information sharing:   * Best practices management re: investigating, requirement to manage best practice so NGO and nations can feed off of this. * Awareness of the problem by the general public * Information on missing persons between NGO’s and law enforcement * Sharing information on perpetrators, ex. Sex offenders registry * Gathering and streamline information regarding corruption and lack of capacity in law enforcement and authorities. * Defining the state of the problem; * The repository must be specific to needs.   **Wouldn’t it be great if…**  Had the potential to coordinate activities and information sharing; coordinate legal legislative laws and policies, regional activity and tourism.  **Ideally**,   * The goal is for the center to be able to coordinate activities and share information: * You can connect people to the proper law enforcement. * We can coordinate victim service around the world * We can coordinate awareness education * We can collect ourselves or point to information that helps victim identification, services available and what best practices to investigate human trafficking. * The mission should drive the strategy * We should coordinate standardized training; the end would be to coordinate specific areas of expertise in demand. They need to own the expertise in coordinating experts. * Sharing information about tradecraft; how the traffickers function. | 6 initial points of actions:   * establish baseline * baseline in victim services and resources * coordinate venues of already existing organizations:” Who, What, Where” * analyse the state of the problem; tradecraft * coordinate awareness, education and expertise; from a public and state point of view * create a compendium of legislation and policies     Next steps:   * Centralized best practices; if you see the center as a management function, it brings the expertise together so that the standardization is developed so that the communities dealing with these issues all speak the same language. * Determine the resources needed to achieve this * Establishing think tanks and fellowships to work on specific projects that are useful to the community; ex. Investigation resource database. * Coordinate academics, police associations, etc. to work on the project. * Provide standardized framework coordinated by the center. | 1.Coordinate conferences on Human Trafficking  2. Establish “Who What Where”  3. Coordinate Education, Awareness and training  4. Coordinating Legislation  5. Share best practices  6. Share state of Human Trafficking Problem. |
| 4-K | Information Security | Discussion did not take place |  |  |  |  |
| 4-L | How do we collect reliable and valid data/information? | Discussion did not take place |  |  |  |  |
| 4-M | Long term victim services | What is victim service?  What can we do in the long term way?  Should we considered a volunteer based program? | **In general…**  Currently there are a lot of short term services who aims are to help the victims. There are no real long term services. Some organisms required a follow up but that just last for a few month. There is a need of a longer term base follow up with the victims to make sure that they are properly reinsert in the society. Victims need to recover the psychological well-being as well as find a job, a house, and a normal life and we need to ensure that it is done and that victims do not go back to traffic.    There is a need of a second stage housing, a place where the victims can go after their persecutor is arrested.  As police is doing well to identify there is going to be an increase in the demand of support services for the victims.  Support providers and police officer need to be proper trained professional  There is an effort from some shelter which are putting bed aside in their center for human traffic victims, however those victims have specifics need and need special counseling service that they might not get.  **What is working well?**  • There is a few safe houses  • There is some partnership going on across organization.  • There is a data base of employers that are ready to take victims and help them in Quebec.  • In Europe, there is long term (2 years) residence with all the services in (doctors, nurses, counseling, etc.) their complete needs are met before going back to the real life.  • In Quebec, they have some type of shelter dedicate to human traffic victims, but they do not have enough training to efficiently help them.  • There is a law project to ensure that the money ceased by the police officer from the persecutors is given back to help the victims.  • Some women shelter are in connection with the young shelter to help does specific victims  • Can talk in Alberta, to help with international victims with translation and those services.  **What is not working well?**  • How do we keep victims close by when preparing for court while protecting them, when we don’t have the resources to do so?  • The resources and the infrastructure for a long term basis and even short term is really limited, so it is generally allocated to urgent situation  • Long term follow up after court does not exist  • People involved are not trained enough for long term support.  **What are the issues and concerns that need to be addressed?**  • Human traffic victims can’t go to the same shelter as other women as they need special support to deal with their trauma  • The help provided need to case specific  • On a long term basis what to do with the international victims, should we keep them in Canada and regulate their situation or should we send them back to their country (which might not be the best solution, and each case need to be considered.  • As the police will do its job better there is going to have a greater need for shelter and service provider for victims  • Lack of long term follow up and resources with human traffic.  • Need specialized human traffic victim support training as some people (like volunteer) don’t know how to react/don’t understand the mindset. That is why there is a need of specialized centers and shelters for those victims.  • The safe houses are working but there is not a lot of them. Each region must have safe houses, to protect the victims.  • There should be a contact among organisms because if we could not find a service for them in the long term it is easy to lose that victims and they might go back in their traffic. | **It would make a real difference if**  We could have a long term victim services program only for Human traffic victims  **Wouldn’t it be great if**  We could have long term sustainable resources  **Ideally**  Current advocates will be better trained to manage/ work with recognize human traffic victims as they require special consideration. | **What are we already doing?**  *Activity - Lead Organisation*  1. Victims center that help the victims through long term follow up - Walk with me  2. Translation service provider - Can Talk  Alberta Victim services: Police based service, provide information and support, to victims ( call, face to face discussion), use a lot of volunteers, help them with the process, help them with the justice process ( tour, expectation, explanation, explaining what is going on) any victims of trauma. Is government funding limited with some community fund (lot of the service don’t have that) it is highly volunteer based. There is not a specific victims based for human traffics.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - We need to have more training on human traffic specific need  - Stronger and better legislation to support the current effort of organization | 1. Need more safe houses: each regions should have its own  2. Civil forfeiture assets to sustain victims services units and victims programs funding  3. There is a requirement for more legislation surrounding Human traffic victims providing law enforcement with the ability to intervene to :  - Conduct risk assessments  - Address immediate concerns/needs  - Addictions |
| 5-A | Intelligence – Need to organize |  | **In General…**  Effective use of the intelligence cycle (Collection, analysis, determination of information ‘’sharing’’)  Define major human trafficking enterprises. Exploit open source Intel.  The technology is not the issue. The method of collection and all the legalization around it.  This big data base. Need to be a guide line to filter all this information. How to collected, how to analyse it. Depending on the information, it has to follow the rules depending from the area and his law. Privacy issues they are doing what they meant. But it block many information due of the laws protecting private information and slow the process.  **What is working well?**  We can target the larger companies, and then prevent the smallest companies. NGO can provide data from their template and you need to work with it your way  **What is not working well?**  We don’t have any reliable data  Even though we eliminate the largest companies, copycat will simply do the same and could not be really vanish.  Depending in each different countries, it’s not necessarily an enterprises. Usually we just relocate the problem than solving the problem.  Companies have a resistance to sharing information, not everyone will share, they will want to protect their information and people will not share information the same way.  **What are the issues and concerns that need to be addressed?**  Do you turn around and rely only volunteer’s information or get into site directly. (private laws) | **It would make a real difference if…**  If the all the laws will have the same regulation of intelligence. Utopic. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  Look not only our data bases of the country but internationally. If the funding gets available. NGO can work at all out.  **How might we get this done? Describe the general approach**  Example: children be interview twice. Thread information, missing child, is some information that can be a warning and can be collected in the data base and create a network and find the associate. It can lead us a criminal map. Build a network analysis to identify those victims and then who are those potential suspects. | 1. Agencies can contribute with NIEN to distribute with their template. RCPM: they are not sharing information. We can use Interpol to seek out experience and expertise.  2. Even if an information seems like it’s not very useful, always collected you never and it cannot be more then helpful. Also, if we can share information the same and will not be relative.  3. See different companies and model that can help in each their different way and actualize it. They are some many good companies and identify your needs. International corporation can collaborate together to get all the data.  4. Work on a national level, get Canada to get national data base. Then work on a local level with NGOs. |
| 5-B | Performance Measurements | Discussion was not held, though opportunity for action was noted by a participant.  Another participant noted that the discussion 2G - Research, addressed a lot of similar questions and information. |  |  |  | 1. Develop/produce a qualitative & quantitative baseline of where knowledge, attitudes, behaviours, policies, incidences of trafficking, partnerships, etc., are NOW – so that we can monitor and measure progress & the IMPACT of our interventions, in order to track changes & improve. |
| 5-C | What type of reporting products will be produced? | These are the outputs.  - Intelligence for LEO (law enforcement orgs),statistical reports for NGO, identification of victims for services | **In General…**  - Several types of outputs now – research from academia/data on the number of cases that have gone through the courts/data from victim service providers # of victims they have serviced)  - Data from health care (i.e. hospital emergency rooms that service victims of human trafficking)  - There are some reports of the economic impact that HT is having  **What is working well?**  - Qualitative research studies on HT - there is a massive amount of info – repetitive  - Been recognized among government agencies that if they are working with a HT incident they can record it  **What is not working well?**  - Sharing the above info (from point above)  - Not enough research being conducted on HT in terms of its actual size and scope  **What are the issues and concerns that need to be addressed?**  - As above – need these to ensure the centre produces valuable outputs  - Understanding legislative requirements in order to share information  - Educating the public  - Funding  - Overcoming political aspects of it- competing organizations – “control issues” – who would spearhead a project hat 3 different orgs are doing? | **It would make a real difference if…**  - If people knew what human trafficking was  **Wouldn’t it be great if…**  - If organizations agreed to work with one another –more so if they knew HOW TO work together  **Ideally,**  - If we could overcome the list of what is not working well so that information can be collected by the resource and coordination centre and do everything more efficiently, catalogued, analyzed and efforts can be made to alleviate the duplication of efforts | **What are we already doing?**  *Activity - Lead Organisation*  - IOM – Intl Organization for Migration (research and studies they do)  - Public Safety Canada - the statistics  - US Department of Justice  - Polaris Project  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Identify successful models currently being employed and use as a template  - Need to query all stakeholders to identify what types of outputs would benefit them  - Identify a medium in which to transmit and collect this information  **How might we get this done? Describe the general approach**  - Surveys  - Secure funding therefore Involve the private sector  - Researchers to find out what is being done already (see first point above) –identify the champions to do this  - IT folks | 1. Evan \_\_\_\_\_\_\_ and others in his field  2. Need/provide incentive to share information (i.e. Brant clearing house) – articulate to i.e. NGOs that others are doing the same thing so spend your money is different area  3. Develop a “form” website/email/whatever that allows orgs to answer the questions (the surveys as previously discussed) |
| 5-D | Who holds or owns the information? Who is responsible for managing it? | Discussion was not held |  |  |  |  |
| 5-E | Motivating the public sector and businesses to get involved | How do you motivate public sector and business’ to get involved? (including funding and using slave free labour)  How to get governments to move beyond announcements / pronouncements to substantive, effective action  What would bi-lateral and multi-lateral conversations across governments look like? What form could they take? | **In General…**  - The average person has no idea what human trafficking is  - If the public doesn’t know how can they become energized to make a solution  - Develop ready messaging – think of the delivery  - Create comfort with your messages, ensure the public that through education there is a solution - make sure messaging is accurate  - Making a difference in one life is enough  - Respecting public trust so they will listen to your message  **What is working well?**  The BLUE project  **What is not working well?**  Letting people live in ignorance  **What are the issues and concerns that need to be addressed?**  Child warfare  Sex trafficking  Forced labour  One size doesn’t fit all, how do we raise awareness in all sections? | **It would make a real difference if…**  Finding more champions in government  - Greater universal understanding that results in action  **Wouldn’t it be great if…**  - Consumers could change their purchasing practice  - Companies using labour should be shut down  - Employees made the companies they work for stand on morale ground  - Companies think that morality is a part of the important picture  **Ideally,**  The government should have more oversight on immigration and the jobs they have when come to our country | **What are we already doing?**  *Activity - Lead Organisation*  American Apparel  Use PSA announcements  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Education in all forms  - For the public  - For the government  - For corporations/companies  **How might we get this done? Describe the general approach**  - Make government/companies accountable for their actions  - Spread morality | 1. Motivate the public to make the companies they work for stand on morale ground  2. Educate the public through PSA  3. Make a plan for action in the future but make sure we are also taking action presently as we go  4. Maneuver quickly when situations present themselves |
| 5-F | Optimally tapping into existing “hidden transcript” “Drug trafficking” detainees in international prisons and debriefing for intelligence | Post-debrief; after the offender is in prison  There’s nothing in place to gather post-trial information; we are losing the opportunity to gather information | **In General…**  Screening tools;  - In countries with little rule of law/funding – Quick turnover/ once training is done, the ‘law-enforcers’ move on  - Going into prisons; identifying who the victims are; and be careful about people approach (not reveal they were victims/smugglers to others);  - CBSA (Canadian borders – Reality TV) e.g., example of someone who is being used to traffic drugs (mules), and smuggled into the country  - If a person faces deportation; the person goes back into the circle of ‘trafficking’  - How do we stop this? What are the motives; are they being coerced?  - Legislation to help victims of coercion for human trafficking? (UK has it)  Immigration agreement already put in place;  - Screen trafficked people in country where they got caught; 2 options: 1) Stay in prisons, 2) Return ticket home; but the victim wanted to get away from ‘home’ in the first place  - CBSA has a small scope on what they can do; limited rights  do not have same rights as law-enforcements; do not touch the criminal code  **What is working well?**  Court documents available after the trial; proper debriefing post-trial  - Monitor who the person calls, watch the offender - What about smuggled cell phones?  - Monitor prison visitors registry; who’s visiting the prisoner/why?  - Investigative techniques; standardizing; staying a step-ahead  - Should monitor the ‘prostitutes’; who they are calling (their pimp) – Right now, they aren’t as much because it’s a minor crime; must reflect on whether she is being trafficked look at the bigger picture  **What is not working well?**  Law in Canada;  - Crown must tell all about their sides to the defense before a case/prosecution  - HOWEVER, the defense doesn’t have to tell all to the Crown  Use of plea bargains;  - Offender pleading guilty to sexual assault instead of trafficking (same sentencing time)  - Follow-up with the offender after they leave prison to ensure they are not back in dealing with human trafficking  **What are the issues and concerns that need to be addressed?**  Use the current resources; assessments  - Depending from the type of offenders  - Police/courts/social services don’t share/use the same systems/information  Funding; it’s expensive and time-consuming to investigate  - Develop an action plan; for investment for further steps  Post-incident:  Coroner’s inquest ordered in Canada? Is usual much more informal get more information; not always used by law-enforcement/crown but they should be  Not everyone can interview prisoners; they have to be specialized; they have to be trained specifically for this  - Are we ready for worldwide interviewers?  - Matter of who has the funding and standardizing what will be used  - Issues with developed versus non-developed countries; who will have the ability to take this on? | **It would make a real difference if…**  Get the information to develop a separate unit to work on/action on the information provided, investigate  - How do we sort out the useful information from the bad?  - Probation/sentencing officers  screening training; before offenders get sentenced or freed; is there enough training?  - There should be a link between probation and the life before and after prison |  | 1. Debriefing / exit interviewing of convicted detainees / offenders (any link to human trafficking)  2. Seeking Coroner’s inquest on suspected links to human trafficking  3. Develop screening tools for newly convicted persons / suitable for debriefing linked to human trafficking |
| 5-G | Supply Chains and Procurement | Looking where product comes from (a tracking system) | **What is working well?**  - Social responsibility apps that help people to educate themselves  - Fair trade business  **What is not working well?**  - Legislation (because we don’t have any) to prevent entry or production  - Products made in exploitation conditions  **What are the issues and concerns that need to be addressed?**  - Public awareness, lack of statistics knowledge  - State interests could be in legislating this kind of trades. | **It would make a real difference if…**  - Sexual exploitation was not the only type of trafficking with common profile (labour exploitation)  **Wouldn’t it be great if…**  - Private/public partnership was more common | **What are we already doing?**  *Activity - Lead Organisation*  - California as a model  - University and similar institution who doesn’t want to buy clothes from sweat shops.  - Fair trade movements  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Awareness through mass education campaign (slavery footprint)  - Certification regime  - Corporate/social responsibility  **How might we get this done? Describe the general approach**  - Find a champion, arrange a partnership where they could put their name on “it” which if it’s done properly would be an amazing business opportunity for them.  - Collect from rich sources like HILO to gather as much information as possible  - Utilise the center as a mass figure to promote the project. | 1. Identify sources and gaps through research on supply chains  2. Public awareness through mass media |
| 5-H | How do we share data outside of the centre? What do we do with unique records? | Discussion was not held |  |  |  |  |
| 5-J | Staffing | Ability to retain and attract the most gratified personnel to staff the center and train others as well as raise awareness of the global platform | **In General…**  There is an operational hazard in maintaining the center.  **What are the issues and concerns that need to be addressed?**  These will reflect the center’s mission statement that will eventually lead to structure and the organization.  Managing the center is a separate task from organizing the activities  Getting the right staff in is a complicated matter; especially with an international center and financing; need for fundraising.  It’s premature to set up the staffing structure before establishing what specific staff that needs to be there. If we are doing it from a global perspective, we need to have a diversity and global access to language lines; ex skill sets required.  You need managers that manage the welfare of the center itself so it doesn’t fall apart, become unfunded, and loose its international status as a legitimate entity: CEO, CFO, communication services  Coordination of resources; on the operational side, would it be permanent staff or would it be rotational staff?  5 key areas:  - Legal  - Victim services  - Awareness Coordinators  - Law enforcement  - Immigration  - Policy and legislation  Management frameworks: when you are building the discussion paper on the center, there must be a section on the phasing in of the organization chart. Each sector will be established and work in accordance with pressing need.  You should get a blueprint of all the organizations and services provided to avoid overlap.  Staffing for the first 5 years:  Coalition model:  - It is difficult to regulate the center on a country specific basis; it’s global. Therefore the services provided and the staffing should reflect this  - Decentralized Regional Model and Coordinator; You have coordinators for different regions around the world.  - Coordinator that regulates the fellowships; cheap, expert, time limited so that in 2 years, all the research projects are done.  - Instead of bringing countries together, the regional representatives would come together  - allows cultural diversity.  - Each region coordinates every service; ex. If region 1 has a victim from region 4, they can share information and coordinate accordingly  - Organization Hierarchy; CEO, Board of Directors that advise on the broad mission statement. (first action plan)  There needs to be funding support to bring in people from the impoverished areas and bring in survivors | **It would make a real difference if,**  - You had the financing available  - Staffing regulations and terms available  - Diversity that reflects the center’s needs and mission statement  - Differentiation between resource center and support center.  **Ideally**,  - If it becomes a repository for victim expertise, you need to coordinate expertise  - Possible funding from fellowships; initially approach by think tank.  - Coalition model of staffing: we need to address every category of Human Trafficking, thus we need the resources available for that.  - Center or excellence model; you can be tied to the center but not reside there. You are the resident expert, and you come to the center for conferences or .we engage the experts to conferences  - The Center supports a project and all the payable hours are associated with that project; ex. Conference management office.  - Acquire funding or grant for projects that support our missing.  Does the core keep the oversight responsibility and provide an inspection function? If you become an international repository, you want to insure that the staff you are sending out are experts in the field; depending on the area of expertise you want to dive into you must hire someone to manage the delivery in the field (to protect credibility). Requires training tool kits. In the core, you have management, the board of directors and regional representatives. For instance, if we have a legal service rep- they would coordinate the legal rep until every region is represented. That person would build up the library in the marketing awareness, legislation and functions. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  We must establish the mission statement  **How might we get this done? Describe the general approach**  Priorities:  - Board of Directors that establish mission statement  - CEO: marketing, education, outreach  - Support Staff; handle all the administrative support  - Project Manager: could manage research fellows.  - Volunteers until funding acquired:  - Fellowship line of the research and development; they must do the gap analysis, and set the foundation. This must be done early on so that the board of Directors may be guided in drafting their mission statement  - Working Groups  If part of the jobs of the research fellows is to see what’s out there in relation to legislation and policies, etc., we must coordinate at the international level our resources. Based on this, you can create subcategories of focus;    You put everything on the table that needs to be done and your budget will influence this; but you never lose sight of what needs to be done in order to be effective.  As far as fellowships go: start with a couple of key projects- go to a university willing to sponsor, pick a resident expertise or have them in different cultures, language etc.. To incorporate this in the service model.  Have an operational team to implement phase 2: based on the research we should have X, Y,Z for the community at large. The opps team now manages the projects based on the information gathered.  A part of the Board of Directors may include regional representation and funders; law enforcement and agencies. Each region may be represented ( non-voting members) to ensure that there area may be represented  Establishing a network of known connections in regions worldwide. Regional model should be looked at seriously. Decentralized organization.  Explore existing agencies and models for international, sit down with the historical leaders of the organization and assess challenges linked to founding the organization and staffing.  The ground work must be pro-bono but also must be done with someone with a certain credibility: there must be start-up money.  It must be a supply and demand model;  - Demand from the regions  - There’s a pull on the core to regionalize  By recognizing what you don’t have, you can create a solution to either by pass it or obtain it. | 1. You put everything on the table that needs to be done and your budget will influence this  2. Functions develop as funding becomes available; phased approach of developing governance structure.  3. Establish the core of Management and library of services and coordination of agency memberships |
| 5-K | Connection / Intersection with the national / regional action plans | There’s probably a lot of action plans, regional, national and international and even continental action plan, America should have one too. There are some part of Africa and Asia. Make sure not to duplicate what already exists. | **In General…**  A lot of action plans most of them refer to the Palermo protocol and want to implement the 3P but there are some in Europe that treat other issue more based on human rights.  For example, we just have a National Action Plan in Canada. Countries need to work together and what’s the connections with those action plans.  **What is working well?**  Having an action plan is already a good thing, they address the issue it’s good to know for Canada that there’s one and insures public safety. Someone has the responsibility to insure that.  **What is not working well?**  The fact that often most of the plans focus on prosecution or rescue instead of prevent.  There’s not a really specific communication btw the regional local etc. the different action plans, strategies or technics. Not have to have the same plans necessarily but know what’s getting done.  **What are the issues and concerns that need to be addressed?**  Communication  It’s important that they actions plans are known locally nationally and internationally to compare them and see the gaps and know where to focus. Make sure everyone is included.  The size of the initiative don’t matter, they all need to be listened too equally.  Ok not to have the same goal, piece the puzzle together after. | **It would make a real difference if…**  If we are aware of these action plans.  If we have a map of action plans.  **Wouldn’t it be great if…**  We had the map.  It would be good if those that create these action plans will include some ideas of other action plans to create harmony  Once an entity create an action plan, share it with others to inform people and other action planners.  **Ideally,**  Each contribution or listing would make it easier for people to get involve and see what parts of the plan they are interested in.  Make connections with action planners | **What are we already doing?**  There’s no one that really does follow ups on those action plans other than the government, the NGO’s etc. Not much follow up, so it’s hard to know what’s going on.  **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  There is a certain level of trust to be established in the action plans some people want to submit.  And to be willing to develop connection and initiate between different planners and future plans.  **How might we get this done? Describe the general approach**  - Make it multilingual, so everyone can be aware of the action plans.  - Having a place determined to share the plans.  - Share the information through medias, social medias etc.  - Raise awareness  - Prevent instead with campaigns etc. instead of prosecuting and just rescuing | 1. Translation and sharing  2. Gather all different action plans into a centralised location, mutual trust  3. Make it available to everyone not just centralize the action plans. |
| 5-L | Link Interpol into Process | Discussion was not held |  |  |  |  |
| 5-M | How to get survivors and victim engage | Survivor that speak publicly to explain their stories and engage person.  Those are the advocate, but they are not obliged to get publicly know. But there is a need to engage the community (by giving them information from police) in order to have more day to day information on potential victims.  Not all the victims will talk but center have to talk in their behalf, and make the public understand the current situation.  Victims and survivor have to be involved in the process of helping them. They have a different view of what they need. We have to make them feel comfortable. | **In general…**  What is helpful is that they have information about the crime and what happen. However to better prevent this type of traffic we need to know more about what happen to them to get in this situation. And we can only do that by talking to them and having them participation in the prevention process as well as the helping process. Actually by talking to the victims, it was found that the major cause where financial, boyfriend abuse, parent abuse.  On an internationally point a view, there is a need of work, welfare, etc and some country are not able to provided that to their entire citizen. The victims often are promised better life.  Currently Some victims do not cooperate with authorities, because they don’t feel comfortable enough to talk to the police, or they are scared. Sometimes, they just want the services (I.E Shelter) but they don’t want to communicate because there is no benefit for them compared to the risk they are taking by sharing the information they have. Sometimes. Often, some of them don’t want to press charge cause of the risk but they are willing to help the policies to find other victims.  They are more concern by their safety.  There is a lack of training in the police about human traffic, so they still charge women for prostitution. There for the trust of the victims goes down.  Victims are not paid, when they are providing their stories at TVs. They don’t mind doing it but they need money as well.  It can be risky to give them cash as we are dealing sometimes with people subject to addiction, it is then better to give them gift card. Although they can switch their gift card for cash, but at that point it is a question of choice.  How success is defined depend from the group involved, law enforcement focus on the case while services focus on the human right and the support for the victims.  Some police officer are still charging women victims for prostitution , and that make the victim reluctant to share information.  When victims get the risk to be charge they don’t want to get involved. When it is done to protect the victims (protection in a safe place- jail) it is ok. Police officer does not work together but it is going around.  There should be incorporating those issues on human trafficking on Police College, to educate the front line.  All the emergency units should be trained and involved in helping the victims.  Victims are a great support to identify the type of person who needs training, they know the most the people they have had contact with. Like coffee shop, building managers, drugs store, labor inspectors, taxi driver  You have to be very cautious about the message, because you can become suspicious about everyone. But we just need the information that the police can screen.  There should be great if everyone as a duty to report to the authority  There is a moral duty to report, but it can be difficult to respect the victims private life  Where the money goes when the traffic or are arrested? It is hard to do, but the procurer have to requires a disposition of the money to find out where the money goes  But victims rarely get money, unless a government set up a victim funds  In Canada there is a project to set up those type of funds.  **What is working well?**  - Counselor are making victims comfortable enough to having them talk about their stories  - Some victims are comfortable enough to spread their story and actively advocate the cause  **What is not working well?**  - Sometimes victims are push to do something they are not comfortable with  - In some centers victims do not have a say in the way they are helped no one listen to their needs even if their stories are listen  - There are a few victims who feel used. They believe they are only be considered for their story ( in a mediatic point of view) while their basic needs are ignore  **What are the issues and concerns that need to be addressed?**  - Victims have trusting issue, they need to be address by making them comfortable  - Victims should not be pushed to do what they don’t want to  - Some police department are still  - With victims engagement, people only think of public visibility however we can have them engage in so many different ways  - There are a lot of cultural differences among not only victims but also countries. There is a cultural issue also, because in some culture they just want to shut the door and move on.  - Internationally it is different. Sometimes there is a taboo concerning abuses, and some issue in the fairness of the trial. Systems are so corrupted and different that we need to make sure to send the appropriate message and that all the court justice are fairly done.  - The victims’ safety is not always guaranteed, sometimes they are put in jail for no reason, or let faced their persecutor. | **It would make a real difference if**  All the Actors to the cause could be trained enough to ensure that the victims is comfortable at each stage of their rescue process.  **Wouldn’t it be great if**  All the victims security was ensured, so that they will be sure that they can communicate without any trouble  **Ideally,**  All the victims will be comfortable enough to share their stories, help finding other victims, and charge against their persecutors. | **What specifically do we need to do/change to achieve the Future State and address the issues and concerns?**  - Engage them in a meaningful way. Ask the victims for what they want  - Make them involved in the process and everything that is related to their case  - Having a benefit to protect them honoring benefit it can be anything they need  - Make them comfortable in all the aspect  **How might we get this done? Describe the general approach**  - Through specific training | 1. BE respectful of survivor choices  2. Pay survivor for their time and offer support (i.e. peer group, counseling, bus tickets, etc.) |

Appendix C: Opportunities for Action

What do we need to do to build a Resource & Coordination Centre that will enable us to share and manage information to combat Human Trafficking effectively at the local and international level?

| **Theme** |  | **Opportunities for Action** | **Disc. Ref#** |
| --- | --- | --- | --- |
| 1. User Information Needs | 1.1 | Identify how to classify/categorize information; Describe why we need it | 1-A |
| 1.2 | Identify information that will be or is needed to be collected | 1-A |
| 1.3 | What information can we share...and how? and with whom? (i.e. best practices) | 1-A |
| 1.4 | Make sure that other marginalized groups are to receive the same treatment as the First Nations/Inuit/Metis | 1-K |
| 1.5 | Validate the list of potential customers created during this session and their requirements | 2-D |
| 1.6 | Create a hotline with an actual follow up/suspicious activity log/global # | 2-E |
| 1.7 | Compile list of NGOs willing to share data and what restrictions | 3-D |
| 1.8 | Identify resources for leveraging current best practices | 3-H |
| 1.9 | Sharing resources and knowledge | 4-F |
| 1.1 | The centre to develop an inventory of training resources with a research component | 4-H |
| 1.11 | Educate the public through many PSA | 5-E |
| 1.12 | Motivate the public to make companies they work for stand on moral ground | 5-E |
| 2. Running the Centre | 2.1 | Gap analysis | 1-C |
| 2.2 | Survey internationally of what is/is not working | 1-C |
| 2.3 | Task force made up of all stakeholders to determine priorities from survey and gaps | 1-C |
| 2.4 | Engage in 5 I’s | 1-E |
| 2.5 | Engage the UN | 1-E |
| 2.6 | Form a working group take the lead | 1-E |
| 2.7 | First Nation/Inuit/Metis representation in the PMO | 1-K |
| 2.8 | Percentage of funding resource centre is ear-marked for Fist Nation/Inuit/Metis participation | 1-K |
| 2.9 | Conduct baseline of existing centres and initiatives on human trafficking (1st step) | 1-L |
| 2.1 | Conduct internal survey of expertise and skill sets (internal being delegates) | 2-G |
| 2.11 | Engage IPTI grant writers to get additional funding for academic working groups (IPTI = international police training institute) | 2-G |
| 2.12 | Utilize existing partners, knowledge, resources that are present among delegates | 2-G |
| 2.13 | Ensure that the way in which the center operates is human trafficking-free as much as possible, within realistic expectations | 3-F |
| 2.14 | Develop a neutral centre to encourage participation/buy-in by all | 3-H |
| 2.15 | Governance & Oversight: define the mission statement of the IRCC, and then align the organizational structure, management approach, and roles and responsibilities to that mission | 3-J |
| 2.16 | Identify those successful organizational examples who already exist that are performing some of the functions | 3-J |
| 2.17 | People who are participating in this make a commitment to keep the initiative and incentive moving forward | 3-L |
| 2.18 | Establishing a media buy-in to encourage collaboration and participation | 4-A |
| 2.19 | Insisting on policy of neutrality for centre. All participants accept and understand participation is free of political etc. agendas but focused on goal | 4-A |
| 2.2 | Centre to approach players (financial, political, law enforcement, other government, NGOs) to buy-in and take advantage of existing collaborations/platforms. www.freedomregistry.org, freedom collaborative, Polaris, law enforcement collaborations, etc. | 4-A |
| 2.21 | Create a linked in profile of the centre | 4-C |
| 2.22 | Define the funding needs ex. what & how much (budget) | 4-C |
| 2.23 | Look at other organizations that coordinate transnationally and see how they coordinate as examples of possible frameworks | 4-E |
| 2.24 | Utilize the networks people already have | 4-E |
| 2.25 | Write and define diversity inclusion into RCC’s mission and goals | 4-E |
| 2.26 | Capitalize on momentum and networking taking place (knowledge transfer) | 4-H |
| 2.27 | On-going training and adaptation of technology to stay current with trends | 4-H |
| 2.28 | What should the initial focus of the centre be? (1) Coordinate conferences on human trafficking (international) (2) Establish who/what/where lists (3) Coordinate education/awareness training (4) coordinate laws/legislation/politics (international) (5) Share best practices (6) Share state of the HT problem Other Areas: -Coordinate investigations -coordinate victim services -Coordinate actors – government & private sector -share victim info -share tradecraft of bad guys -share missing persons info -share crime org info -share capacity info (of law enforcement/government) | ? |
| 2.29 | Allocating more sustainable long-term funding | 2-J |
| 3. Managing the Information | 3.1 | Determine the body that is going to get data is and what makes this body legitimate to receive it? | 1-B |
| 3.2 | Determine what data/databases are out there and what is “available”. What are the constraints? | 1-B |
| 3.3 | What do we have to go to get this date? | 1-B |
| 3.4 | Ask stakeholders which skills and expertise (create an organization chart of who can help) related and connected – regarding the information they can provide based on legal policy hurdles related to information security, information sharing and privacy. | 1-F |
| 3.5 | Create a working group to identify strategies to address the issues and hurdles tied to information sharing, privacy and security from a victim centric approach | 1-F |
| 3.6 | Create information to help an agency/stakeholders group to create an ombudsman function to identify and navigate existing system issues | 1-F |
| 3.7 | Identify expertise, resources, help, examples and get a list of all areas of interest to the stakeholders on how to handle the hurdles related to information security, information sharing and privacy | 1-F |
| 3.8 | Identify and access: input/output, property | 1-G |
| 3.9 | Set standards (1G): language, data storing software | 1-G |
| 3.1 | Get global internet server agencies involved with working groups | 1-H |
| 3.11 | Get international financial institutions involved to track finances and money laundering  -Working Group | 1-H |
| 3.12 | Get international policy matters involved by educating them: sharing policies, privacy concerns, and laws | 1-H |
| 3.13 | Create/validate a registry of victim services (e.g. Polaris Chab Di etc.) | 2-D |
| 3.14 | Identify the date bases associates with each customer | 2-D |
| 3.15 | Looking for a data harvest (who will share/exchange data) | 2-E |
| 3.16 | Engage key tech provider to support software and data management | 2-G |
| 3.17 | Engage Interpol to learn how they track child trafficking as a best practice | 2-K |
| 3.18 | Investigate Interpol and see how they track Human Trafficking | 2-K |
| 3.19 | Create a data model to collect date in a standardized way | 3-B |
| 3.2 | Create a standardized script/set of questions (from the data model) in order to collect as many data points as possible | 3-B |
| 3.21 | Take the data obtained and provide analytics (not just geographical); also link to other types of analytics | 3-B |
| 3.22 | Baseline study of data extension | 3-D |
| 3.23 | Explore norming of data collection and categorization | 3-D |
| 3.24 | Data collection that connects the dots globally to draw from all forms of human trafficking | 3-F |
| 3.25 | Using viclas as a short term inter-agency tool | 3-G |
| 3.26 | Develop one hub with multiple portals (secure and non-secure) to enable data and information sharing including best practices | 3-H |
| 3.27 | Conduct a benchmarking visit to those organizations identified as successful to determine their best practices regarding the development of governance, management, organizational structure and business processes | 3-J |
| 3.28 | Governance and Oversight | 3-J |
| 3.29 | Develop centralized language services system (leverage technology e.g. phone/video interpretation) | 4-B |
| 3.3 | Identify new technologies that support the collection, dissemination and analysis related to human trafficking | 4-D |
| 3.31 | Consistent information sharing through technology | 5-A |
| 3.32 | Identifying needs and best practices currently being used for international intelligence collection and dissemination | 5-A |
| 3.33 | Develop form to collect data and information | 5-C |
| 3.34 | Corporate accountability and corporate regulations | 2-J |
| 4. Communication | 4.1 | 1J Education + Outreach: ethical Johns, prevention with victims and potential consumers, enlist media +mentors addressing sexual exploitations/pimping culture, global shaming (regarding labour exploitation), holding companies accountable, enforcing labour standards, foreign worker permits with no loopholes for exploitation | 1-J |
| 4.2 | 1J More education and outreach for youth- starting early, getting the information to the victims (tell them to be street smart) more meetings that check if these programs accountable, global shaming (regarding labour exploitation) | 1-J |
| 4.3 | 1J Prevention- working with potential perpetrators, media, targeted holding companies, foreign worker programs- look at foreign worker permits with loopholes for exploitation, air flight programs, enforcing labour standards | 1-J |
| 4.4 | 1K Ensuring First -Nations / Inuit /Metis people are engaged in the planning and execution of this center | 1-K |
| 4.5 | 1M Get message out through documentary or shock media by getting them engaged in the topic | 1-M |
| 4.6 | 1M Continued public education through constant releases/billboards in an effort to possibly prevent crimes in the future and future victims | 1-M |
| 4.7 | Develop a global awareness campaign with a global hotline - build on existing campaigns | 2-B |
| 4.8 | Reach out to GBCAT (Global business Collation Against Trafficking ) | 2-C |
| 4.9 | Acquire training material- review, distribute (include various language) | 2-C |
| 4.1 | Correspondence to local businesses ie hotels/motels with awareness material | 2-C |
| 4.11 | Educate public on what key issues are raising awareness | 2-F |
| 4.12 | Public education for type of necessary info necessary for change | 2-E |
| 4.13 | Awareness Campaign (ethical consumer) global hotline (Polaris project), List of campaigns elsewhere e.g. RCMP | 2-J |
| 4.14 | Education (in schools, youth consumers) | 2-J |
| 4.15 | Training First Line Respondents using survivors stories | 2-J |
| 4.16 | Global government by in | 2-J |
| 4.17 | Co-ordinate and engage private sector: tourism, hotels, transportation, airlines, online tourism (Expedia etc.) | 2-H |
| 4.18 | Specific training for border services to flag frequent travelers to known child sex tourism countries and sharing suspected offenders list with IRCC | 2-H |
| 4.19 | Consulting with victims to ensure their needs and requirements are met | 2-M |
| 4.2 | Education/Training - frontline law enforcement \*NGOs, Public, Private Sector(home staff) in identification of victims | 2-M |
| 4.21 | Built/Create linkage database accessible by law enforcement and specific (security cleared) NGO's both nationally and internationally | 2-M |
| 4.22 | Contact ACLU and get them involved | 2-L |
| 4.23 | Get those dealing with the public to know how to identify the signs of human trafficking ex: post office nurses, fire department hotels, etc. | 3-E |
| 4.24 | Create a center for people and organizations to share information and contacts | 3-E |
| 4.25 | Get the school board to take action to educate our youth | 3-E |
| 4.26 | We have to raise awareness that our behaviour as consumers can make a difference in the world of human trafficking | 3-F |
| 4.27 | Raise awareness | 3-F |
| 4.28 | Convince superiors, organizations and key stakeholders they should be here/key partners moving forward | 3-H |
| 4.29 | Multilayered training of many disciplines who intersect with the victims | 3-G |
| 4.3 | Formulation of functioning working group-committee | 3-M |
| 4.31 | Victim-centered lenses to inform policies and procedures | 3-M |
| 4.32 | Train interpreters on human trafficking (content, terminology, mutual preparation, self-care) and train service providers on working with interpreters | 4-B |
| 4.33 | Develop Professional Standards for Language Interpreters ( based on existing standards and best practices working w/professional translation association ) | 4-B |
| 4.34 | Targeting the corporate world to help them know what they can do | 4-C |
| 4.35 | Educate corporations to buy in | 4-D |
| 4.36 | Develop and cooperate leader summits to care their awareness and seek assistance | 4-D |
| 4.37 | General and targeted awareness campaigns (i.e high profile person ) | 4-F |
| 4.38 | Need more safe houses: each region should have its own | 4-M |
| 4.39 | There is a requirement for more legislation surrounding H/T victims providing law enforcement with the ability to intervene to: \* conduct risk assessments, address immediate concerns/needs | 4-M |
| 4.4 | Civil forfeiture assets to sustain victims services units and victims programs funding | 4-M |
| 4.41 | International cooperation and international law | 5-A |
| 4.42 | Engage the IT community | 5-C |
| 4.43 | Provide incentive to share info/data | 5-C |
| 4.44 | Enroll and engage corporations who's supply chains are in hotspot areas or industries for trafficking globally to supply information they collect through their audits / enroll and engage labour recruitment companies (e.g. manpower) to share information on emerging trends | 5-G |
| 4.45 | All documents and communication s must be translated of origin and also all languages engaged (currently in the future) | 5-K |
| 4.46 | Gather the various action plans 9local regional, national, continental & international) into a central location/ database. This takes mutual trust5G Public awareness via media | 5-K |
| 4.47 | Have survivors inform and be a part of policy and processes along the way | 5-M |
| 4.48 | Be respectful of survivors choices | 5-M |
| 4.49 | Pay survivors for their time and offer support (i.e peer group, counselling bus tickets, etc) | 5-M |
| 5. Research | 5.1 | Build Global Matrix of Resources a. Identify techies to do data input and build the model for points of contact (POC’s) and visual globe b. Collect and input H.T. “champions” (POC’s) by  i. Continent ii. Country iii. Province/state iv. Local c. Identify gaps in POC’s areas and develop - POC’s can be: law enforcement, NGO’s, private sector or other - POC’s help to direct inquiries, identify gaps, are a resource to gather and disseminate information for disruption and development  Build the Matrix (like Google Maps): - Detailed diagram on sheet – includes different levels of information o High level (picture of the world at large/like a globe): symbols indicate quantity of resources and/or level of development  o Mid/high level (picture of the continent): symbols for victim resources, NGOs, law enforcement, private sector involvement, safe houses etc.  o Mid level (picture of a state/province): show symbols for local information; the same information as mid/high level but with more detail  o Local level (a city): actual contact information for people/businesses working with these issues | 2-A |
| 5.2 | Research of the perspective of the demand (how do we avoid this) and ethical reformed johns | 1-J |
| 5.3 | Creation of evaluation framework | 4-F |
| 5.4 | Define TLST position on scope and nature of HT problem worldwide and in the context of center’s mission  Next Steps: - Establish WG - Gather other reports (T.I.P., EPCAT, Airlines) | ? |
| 5.5 | Research covert investigative methods to be used internationally with due consideration to context | 3-G |
| 5.6 | Do a gap analysis on current research | 3-M |
| 5.7 | Supply chains and procurement (identifying sources of information and gaps) | 5-G |
| 5.8 | Maneuver quickly when situations present themselves | 5-E |

Appendix D: Action Planning Template



email-logoCT Labs



**Action Planning Template**

**Theme: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Facilitator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Reporter: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Participants:**

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| --- |
| **Action Plan** |
| **What name can we give this initiative so that everyone understands what it is?** |
| **Why does this matter?**  **What is the proposed scope of this initiative? What needs to be done?**  ***What will make achieving the future outcome difficult?***  ***How will we know it’s successful? How will we measure success?*** |
| **Ideal Future Outcomes** |
| **What is the ideal outcome?** |

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| --- |
| **Existing Tools/Infrastructure/Information and Best Practices** |
| **Are there existing tools/infrastructure/information, current initiatives/projects or best practices that can inform or support this initiative?**  ***What? Who “owns” it? Where can we get more information?***  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| **Call for Leadership** |
| **Who should lead this initiative?** e.g. individual(s) or organization(s)  **Who should be involved?** e.g. individual(s) or organization(s) |

|  |
| --- |
| ***Describe the general approach to getting this done.*** |
| ***What resources are required?***  ***What are the next steps that need to take place in order to make this happen?***  ***What are the specific deliverables?*** | |

| ***Breakdown the general approach (above) into a detailed “to do” list with assigned responsibilities and deadlines.*** | | | |
| --- | --- | --- | --- |
| **Task** | **What ?**  **Task Description** | **Who?**  Who should lead?  Who should contribute?  Who should be engaged? | **By when?**  **Deadline** | |
| **1** |  | Lead:  Contributors: |  | |
| **2** |  | Lead:  Contributors: |  | |
| **3** |  | Lead:  Contributors: |  | |
| **4** |  | Lead:  Contributors: |  | |
| **5** |  | Lead:  Contributors: |  | |
| **6** |  | Lead:  Contributor: |  | |

| **Coordination and Further Detailed Planning** |
| --- |
| **What is the date of the next meeting to discuss this plan?** |
| **What are the objectives of the next meeting?** |
| **Who should attend this meeting?** |
| **What should be on the agenda?** |

**Additional Notes:**