



The Human Trafficking Prevention
Network:
Landscape and System Scan
Summary Report
December 2024

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1.0 Key Messages and Priority Actions

This report presents the findings from the Human Trafficking¹ Prevention Network of BC Landscape and System Scan. This section includes key messages and priority actions (in tables, organized in short, medium and long term actions) as specified by the Human Trafficking Network Working Group. The remainder of the report provides more detailed summaries.

Human Trafficking Prevention

1. Prevention through Awareness and Education

- a. **General awareness:** There is a lack of awareness of the prevalence of human trafficking in Canada. Raising awareness is essential to addressing the issue, particularly for high-risk populations.
- b. **Education as a tool:** Education can help those who may witness or be victim to human trafficking recognize the signs and effective responses.
- c. **Targeted education:** Campaigns to raise awareness should focus on specific groups; those who may be targeted and those who may be future perpetrators.
- d. **Education for men and boys:** Training and education for men and boys on what's needed to reduce the demand for human trafficking.

2. Indigenous Communities and Human Trafficking

- a. **Amplify Indigenous voices:** Indigenous people have been trafficked at a higher rate since colonization began. Their voices need to be amplified and heard to address this disparity
- b. **Equitable funding:** There is disproportionate funding available to on-reserve and off-reserve Indigenous communities in BC. Prevention efforts need to address this disparity to ensure resource allocation does not deepen this disparity.

3. Addressing vulnerabilities and root causes

- a. **Preventing Vulnerabilities:** systemic issues such as poverty, economic inequality, and limited-in community resources in underserved and remote locations.
- b. **Reframe human trafficking as a public safety issue:** Human trafficking is a prevalent issue in Canada. Prevention is a form of harm reduction that improves public safety by mitigating harm before trafficking occurs.
- c. **Toxic masculinity as a root cause:** Advocacy and education engaging men and boys in discussion about their role in preventing or perpetuating human trafficking.

4. Community-based solutions

- a. **Collaborative efforts:** Coordination between corporations and non-profits to deliver education and training.
- b. **Long-term supports:** Initiatives in communities need long-term supports to ensure that they are carried out in an effective, sustainable way.

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
Prevention through awareness and education	Develop accessible training for corporate partners (reports, videos, workshops). Support programs such as "Be More Than a Bystander" Ensure training is available in multiple languages and	Expand HT awareness and education for parents, educators, and communities to address digital/social media risks through practical trainings.	Make HT training mandatory for workers in hotspot areas. Develop a centralized resource hub of multilingual training materials accessible across sectors.

¹ Human trafficking is defined in the [UN Trafficking in Persons Protocol](#), which supplements the [United Nations Convention against Transnational Organized Crime](#), as "the recruitment, transport, transfer, harbouring or receipt of a person by such means as threat or use of force or other forms of coercion, abduction, fraud or deception for the purpose of exploitation".

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
	formats for diverse learners.		
Addressing vulnerabilities and root causes	Support training & education initiatives focused on signs of HT and response methods. Support travel to remote locations along HT routes (ex. Fort St. John, Kitimat), for schools & for industries.	Create or fund collaborative HT prevention campaigns that work with men and boys to address root causes (ex. Moosehide Campaign, White Ribbon Campaign).	Develop long-term funding/support plans to help underserved communities create sustainable prevention efforts (ex. Funding permanent infrastructure and resources).
Community based solutions	Fund non-profits to travel to remote locations along HT routes (ex. Fort St. John, Kitimat) to provide training on the signs of HT and how to respond.	Support organizations doing impactful intervention work by providing resources, funds, and assistance scaling their initiatives for increased impact and sustainability.	Build community capacity for addressing HT through collaborative initiatives with local governments, industries, and community members.

Human Trafficking Intervention

1. Targeting Perpetrators

- a. **Tracking perpetrators:** Improving the systems used to identify, track, and hold perpetrators accountable is needed.
- b. **Reducing demand:** Reducing exploitation and disrupting the demand for human trafficking by focusing on those who are paying for it.
- c. **Involving men:** Men need to be included in human trafficking prevention discussions to address the prevalence of male perpetrators of human trafficking.

Short-term Actions	Medium-Term Actions	Long-term Actions
Support established initiatives such as the White Ribbon Campaign, Truckers Against Trafficking (TAT), and the Moosehide Campaign.	Utilize public awareness and reporting mechanisms to increase reporting and identification of human trafficking occurrences.	Support high-risk communities by providing resources and knowledge to identify and report human trafficking.

Supporting Survivors of Human Trafficking

1. Survivors need access to basic needs and foundational supports

- a. **Foundation for success:** Understanding that survivors need to be able to provide for themselves. Creating pathways and providing survivor-led support to accomplish that is valuable.
- b. **Practical supports:** Survivors need supports that address immediate safety, long-term recovery, and reintegration into society.
- c. **Safety for all:** Providing safety measures and low-barrier support to those who are unable to leave trafficking situations is an essential harm-reduction approach.

2. Survivor-centered approach

- a. **Listening to survivors:** Allowing survivors to identify their needs rather than defining their needs for them.
- b. **Empowerment through collaboration**

3. Long term healing and support

- a. **Safe spaces for healing:** Supporting long-term residential programs for survivors where they can heal with other survivors is important for their health and well-being.
- b. **Sustained access to resources:** Providing counselling and healthcare, as well as financial empowerment and career opportunities to foster economic independence, and skill development.

4. Coordination and Organizational Support

- a. **Centralized Coordination:** Shared resources such as a unified intake system or central service hub can streamline efforts, increase accessibility, and reduce barriers to accessing supports.

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
Survivors need access to basic needs and foundational supports	Provide applicable resources for survivors such as bus passes, hotel rooms, technology devices, or online counselling.	Collaborate with non-profits and other organizations to support survivor-determined needs.	Fund long-term low-barrier housing and support centers with safe spaces for healing and reintegration for survivors.

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
Survivor-centred approaches	Collaborate with community-based organizations that are engaged in human trafficking prevention work to support survivor-determined needs.	Develop an "ask" list of support survivors need (ex. laptops, food, health services) to match with corporate donors to provide tangible and in-kind contributions.	Sustain survivor voices and leadership in prevention, intervention and support services
Long-term healing and support	Offer job training, mentorship, and work placement programs aligned with survivor interests and goals. (Ex. Microsoft proficiency training and resume building)	Develop a framework to support survivors discreetly without re-exploitation, enabling corporations to highlight success stories while respecting survivor privacy.	Establish a centralized support system connecting survivors to job opportunities, resources, and services, supported by a network of corporations and service providers.
Coordination and organizational support	Provide in-kind contributions to existing support services	Designating liaison positions within corporations and organizations to help survivors access career and training opportunities.	

Effective Corporate Action

1. Corporate responsibility and collaboration

- a. **Leverage networks:** Collaboration across sectors and networks to mobilize organizations and coordinate actions increases the ability to create systemic change and accountability.
- b. **Corporate advocacy:** Corporations hold substantial power internally, as well as in their broader industry networks to act and fund effective human trafficking prevention initiatives.

2. Holistic and sustainable approaches

- a. **Sustainable funding:** long-term funding for human trafficking prevention organizations to have meaningful impact and reduce reliance on temporary funding cycles.
- b. **Sustained commitment:** Create sustainable partnerships and long-term investments. Focus resources where the most significant impact can be made to ensure efficiency and effectiveness.
- c. **Measuring impact:** Create flexible evaluation frameworks. Helping one survivor rebuild their life has a meaningful impact.

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
Corporate responsibility and collaboration	Companies can conduct internal reviews of their policies and codes of conduct to ensure compliance with HT prevention standards (ex. "Inside Out Challenge"). Develop internal corporate training programs (ex.	Create a website where corporations can share current initiatives to streamline efforts and inspire other organizations to adopt similar initiatives (ex. An interactive map of human trafficking organizations).	Recurring HT training for corporations and industry partners every three years (ex. Corporate manual updates) Mandate prevention frameworks within corporate policies and ensure buy-in through

Focus	Short-term Actions	Medium-Term Actions	Long-term Actions
	YVR's <i>Not in My City</i> program).		compliance reviews and impact assessments.
Holistic and sustainable approaches	Examine what individual companies can do to leverage their networks to contribute to support human trafficking prevention work.	Facilitate partnerships between corporations and service providers, with individualized actions (ex. youth workers, educators, and service providers).	Commit to long-term funding and resource allocation to ensure survivors have the tools needed to rebuild their lives sustainably.

2.0 Summary from the Landscape and Systems Scan

This report presents a summary of the findings from the Human Trafficking Prevention workshop (July 15, 2024) exploring the systems and landscape for supports in human trafficking prevention work in BC. The workshop included people who worked in organizations who provide services around human trafficking prevention, as well as people with lived experience. Information about the Human Trafficking Prevention Network of British Columbia can be found in Appendix A. The Methodology for the scan can be found in Appendix B.

The workshop explored who is currently involved in human trafficking prevention, what they are doing and where they are located. The workshop also explored the gaps that exist, barriers to providing prevention, intervention and support services, and how those barriers can be addressed. Key messages and actions the Human Trafficking Prevention Network of British Columbia can take are presented below, followed by findings. Please note that the key messages and actions were formed by workshop participants in subsequent meetings, findings are based on the knowledge of people who attended the workshop, and that key readers have also reviewed this report to include additional insights into services, gaps and opportunities.

2.1 Prevention Strategies

There are a number of prevention strategies that exist including:

- ⇒ Access to **safe spaces**
- ⇒ **Long term and local prevention** programming that is **rooted in culture**
- ⇒ Peer-led support available to survivors
- ⇒ Awareness campaigns, including research-based awareness
- ⇒ **Programming** – for survivors, youth, parents, teachers, and men
- ⇒ **Programming** that is led by community and local organizations
- ⇒ **Language accessibility** – access to programming in first language

While these strategies exist, each strategy also experiences gaps in programming including:

- ⇒ **Outreach** – there is a need for survivor led outreach, particularly in “hot-spots” such as rural communities
- ⇒ **Programming** – a need for programming that includes cultural rights and activities
 - increases in funding for community-based programming is a gap
- ⇒ **Male survivors** – there are few supports for male victims of violence

- ⇒ **Rural communities** need increased access to transportation services and housing, particularly in communities with resource extraction camps (e.g., around mining, LNG or other work camps) /rural communities need safe places for children and youth to access food, shelter, safe transportation and provide prevention and early intervention)
- ⇒ **Targeted groups** – increased support is needed for sex workers, as well as children and youth who are in the child welfare system
- ⇒ **Knowledge of technology** in generating child sexual abuse and recruitment materials are limited
- ⇒ **Consent** – needs to be better understood systemically and individually
- ⇒ **Training and education** – for families, frontline workers, law enforcement, and for those in high-exposure areas on topics such as health, wellness, healing and identifying trauma, unconscious bias, and recognizing the signs of human trafficking
- ⇒ **Research** – that is survivor led and informed by the needs of communities that are targeted (high-risk communities)
- ⇒ **Policy change** is needed at the provincial and federal level, particularly for migrant workers and to support poverty reduction and allow for appropriate, survivor centred information sharing across sector. Policy change is also needed within the immigrant and refugee system, allowing for access to temporary residency permits and Humanitarian and Compassionate applications for special permission to stay in Canada
- ⇒ Operational collaboration to benefit **case management and sharing of information** is needed – with the support of increased funding for partnerships
- ⇒ A **regional policing strategy** is needed and should include restorative justice and increased accountability for offenders
- ⇒ Expansion of Third Party Reporting for better tracking of serial predators
- ⇒ **Frontline workers** need to be better supported to manage workload, to reduce burnout and more time can be spent on prevention efforts
- ⇒ There is a need for **accountability within corporations** to better understand the impact they are having on communities and to encourage them to financially support prevention and intervention efforts
- ⇒ Access to peer led and **client centred supports** is needed – with increased hours and accessibility of services

A number of barriers exist that prevent these gaps from being addressed. Accessing resources and services is challenging when disclosures are required and when there is a lack of trust when reporting for fear of losing control and choice. Monitoring and responding to human trafficking related crimes is a barrier within law enforcement who often do not know how to or have the resources to leverage data disclosures associated with financial crimes and money laundering.

There are a number of opportunities to address the gaps. Organizations can develop cultural programming and support survivors in accessing community led support. Organizations can create opportunities to expand collaboration efforts by providing education, particularly for foster parents. Awareness could be further expanded by utilizing social media accessed by youth. When appropriate, survivors sharing their lived and living experience would bring awareness of human trafficking, which could be supported by community-led organizations. Further, this would limit the misinformation and biases that exist regarding human trafficking, sex work and migrant workers. Training and education opportunities include increased comprehensive training for workers in human trafficking “hot spots” and industries.

Opportunities for training and education for communities include peer support groups for survivors, human trafficking education for migrant workers, and funding for mandated training. Education and training for parents and caregivers, as well as for youth and children related to human trafficking, technology, and health relationships is a needed prevention strategy. The further development of a database that includes

resources and available services for human trafficking and sharing evidence-based best practices would be helpful (noting that Covenant House and the Canadian Centre to End Trafficking have completed work on this but the work could be updated for current programming. Government-led actions including policy and legislative changes, such as decriminalizing sex work, stronger laws to deter offenders, and municipal support is needed as a way to increase accountability. The development of a provincial strategy would be a way to address human trafficking in a holistic way and could offer approaches to poverty reduction, income support, and access to quality child care and housing. Lastly, organizations can create more opportunities to have survivor-led leadership and input, increased collaboration amongst organizations tackling human trafficking, and create increased accountability for those working in this space, which could include program evaluations of prevention efforts.

2.2 Interventions

While there are a number of **government-led anti human trafficking** initiatives for survivors, many gaps in government led intervention strategies exist, including:

- ⇒ **Collaboration amongst government** – a lack of municipal interventions and provincial collaboration also with First Nations leadership; there is also a misalignment across provinces in regard to the Federal Strategy
- ⇒ **Legal system** – there are a lack of support services for youth and lack of trauma-informed training for those working with survivors in the legal system (including the lack of dedicated Crown)
- ⇒ **Police intervention** – safety needs to be prioritized for survivors through training and improved reporting

There is fear among survivors who have experienced harm from government systems (child welfare, justice) and a lack of empathy from government agencies. Opportunities to address the gaps in government led initiatives include fully enacting laws that support survivors. Additional training is needed for government workers including understanding unconscious bias, survivor centered, trauma informed investigation strategies, and overall utilizing more holistic strategies and approaches to support survivors. Support for youth in court would also be helpful. Further, increased collaboration with advocates and non-profits to support survivors is needed, including supporting survivor led organizations and non-profits.

2.3 Survivor Supports

There are a number of immediate and long term supports that exist for survivors of human trafficking including:

- ⇒ **Housing** - some housing supports (including transition homes and shelter)
- ⇒ **Food** - access to food through the Greater Vancouver Food Bank
- ⇒ **Monetary aid** - assisting with setting up bank accounts
- ⇒ **Counselling** supports, through existing community based anti-violence organizations
- ⇒ **Legal aid** and a hotline
- ⇒ **Peer mentorship** – some are available but on a limited basis
- ⇒ A number of organizations that provide supports for youth, moms and Indigenous people
- ⇒ Organizations that provide training and education, and support around trauma and healing

While these supports exist, each area of support also experience gaps in programming including:

- ⇒ **Housing** – there is a need for long term, low barrier, safe and culturally appropriate housing and for youth safe houses
- ⇒ **Food** – there is a need to access food in a dignified and respectful way
- ⇒ **Monetary aid** – there is a need for adequate income assistance, and transportation such as bus passes (also, monetary support for counselling, transportation, tattoo removal, ID replacement, food, personal care items etc. upon exiting a trafficking situation)
- ⇒ **Health care** – services need to be trauma informed with funding for those who cannot access public health care
- ⇒ **Legal assistance** – to access family court, restraining orders, temporary resident permits, Humanitarian and Compassionate applications and services to regain personal identification
- ⇒ **Government support** – to approve disability supports for survivors
- ⇒ **Outreach and navigation support** – there is a lack of connection between services across BC, and a need for more outreach and leadership programs
- ⇒ **Employment services** – there is a need for more support to integrate and re-integrate into the workforce
- ⇒ **Organizational accountability** – there is a need for increased accountability, a need for more training for frontline staff to know more about trafficking and provide trauma informed services.
- ⇒ **Training** so that all responders have a sophisticated understanding about human trafficking
- ⇒ Further, there is a lack of accountability between governments to provide long term supports

A number of barriers exist in order to address the gaps. Housing is unaffordable and vacancy rates can be low. There can be long wait lists for getting support. Further, survivors may not trust those working in the system because of a history of violence within state and non-profit “care” and non-trauma informed care. Silos that exist within the systems serve as a significant barrier so services are not seamless and can be redundant.

There are a number of opportunities to address the gaps. For example, TransLink could donate bus passes, and Telus-Health could donate counselling sessions. Royal Bank of Canada could also erase cohesive debts for survivors. Other members of the Network could also consider ways they could support with employment services to integrate and re-integrate into the work force.

Organizations can invest in providing supportive housing for women and children to lift them out of poverty. Health care services can also provide support to build self-esteem, self-worth, and confidence. Further, health care providers can increase clinic hours to improve access to services. In terms of legal infrastructure, the province could appoint a human trafficking dedicated Crown position (e.g., when a Crown is assigned to a particular 'type' of criminality (i.e. financial crime, intimate partner violence, sex crimes...), and that individual develops an expertise in this area, police are more likely to successfully secure charge approval), and provide funding to allow for the removal of restrictions for those trying to access legal aid. It would also be helpful to create a comprehensive guide of all agencies across BC of agencies that provide support, including contact information. Covenant House has built a guide like this, and further investment could be made to enhance its exposure so more survivors could have access.

3.4 Principles for Transformative and Systemic Change in Human Trafficking Prevention

The landscape scan of the relevant systems that exist in BC has provided some insight into current services as well as gaps in programming. The Human Trafficking Prevention Network of British Columbia has the opportunity to advocate and support survivor led systemic change to prevent further trafficking and provide critical support for survivors. There are a number of principles for transformative change that are presented below. Transformative change in combating human trafficking requires a multifaceted and systemic approach, addressing the issue from various angles. Here are key principles for achieving transformative change in this critical area:

1. Prevention Through Education and Awareness

- ⇒ **Targeted awareness Campaigns:** There is a need to [educate the public](#) about the realities of human trafficking, common tactics used by traffickers, and how to recognize and report suspicious activities.
- ⇒ **Targeted Education:** Prevention can focus on building resilience against trafficking tactics. This includes educating youth, families, and community leaders.

2. Collaboration and Partnerships

- ⇒ **Inclusion in decision making:** Survivors must be involved in leading every phase of human trafficking prevention programming, including understanding the system and landscape of services, designing initiatives, implementing programming, and evaluating the impacts of all initiatives.
 - Further, survivors with lived experience and expertise must be compensated for their contributions of time and wisdom such that exploitation is not perpetuated (e.g., [Peel Region remuneration framework](#)).
- ⇒ **Multi-Sector Collaboration:** Foster cooperation between the provincial and federal government sectors, the private sector, international bodies, and the not-for-profit sector, to create a [unified response to trafficking](#).
- ⇒ **Community Involvement:** Engage local communities in prevention and intervention **efforts**. Building local capacity and fostering community-based responses can enhance the effectiveness of anti-trafficking measures.

3. Survivor-Centered Approach

- ⇒ **Support Services:** Provide access to comprehensive wrap around services for survivors, **including** medical care, mental health support, legal aid, and safe housing. Ensure that these services are culturally safe and tailored to individual needs including the needs of children and youth
- ⇒ **Empowerment and Healing :** [Focus on supporting survivors](#) through access to housing, counselling, education, job training, and opportunities for economic independence, helping them to rebuild their lives.

4. Cultural Safety, Relevance and Inclusivity

- ⇒ **Respect for Diversity:** Ensure that anti-trafficking efforts are culturally safe, inclusive and responsive to the [specific needs of different communities](#) and populations.
- ⇒ **Inclusive Survivor Led Approaches:** Engage diverse stakeholders, including those with lived experience, in the design and implementation of all anti-trafficking strategies.

5. Strengthening Legal Frameworks and Enforcement

- ⇒ **Robust Legislation:** as noted in the findings, the Human Trafficking Prevention Network of British Columbia can [advocate for and support the development of comprehensive anti-trafficking laws](#)

that cover all forms of trafficking and address both labor and sexual exploitation, including appointing a Crown dedicated to enforcing legislation

- ⇒ Decrease the violence and harm done through law enforcement providing violence [informed training, and cultural safety training with law enforcement officers](#) and judicial personnel to recognize and handle trafficking cases sensitively and effectively is critical. Ensure that laws are enforced consistently, that perpetrators are held accountable and that survivors are not swept up in raids.

6. Addressing Root Causes

- ⇒ **Economic Development:** There is a clear [need to address poverty](#) and economic disparity, which are major drivers of vulnerability to trafficking. Support initiatives that promote economic development and create job opportunities. There is a need for research led by with survivors to fully understand root causes and have an intersectional understanding of this how colonialism, patriarchy, capitalism, and white supremacy culture come together to create the "risk"
- ⇒ **Gender Equality and Human Rights:** [Promote gender equity and equality and protect human rights](#) as fundamental elements of combating trafficking. Address issues such as discrimination, inequity, inequality, justice, migration, historical context and social exclusion.

7. International Cooperation

- ⇒ **Cross-Border Collaboration:** Engage in [international efforts to address trafficking](#) that spans multiple countries. This includes information sharing, joint investigations, and harmonizing legal frameworks.
- ⇒ **Global Standards and Agreements:** take the time to raise awareness of the significant research and planning that has occurred at the international level to increase ability to support and adhere to international treaties and conventions related to human trafficking, such as the [UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children](#).

8. Innovation and Technology

- ⇒ **Leverage Technology:** There are opportunities to [use technology to enhance prevention, detection, and intervention efforts](#). This includes digital tools for reporting, data analysis, and awareness campaigns. Explore how technology can be supportive of survivors as well, i.e. access to phones for safety, support and connection with friends and family
- ⇒ **Cyber Safety:** work with law enforcement and other services (e.g., education, youth and women's organizations) to [address the use of digital platforms by traffickers](#) and promote safe online practices among potential victims.

9. Policy Advocacy and Legal Reform

- ⇒ **Advocacy for Change:** There is a clear need to work to influence policy and legislative changes at both national and international levels. While the Human Trafficking Prevention Network of British Columbia may not have the specific mandate around policy change, they can [connect their work to those working in policy](#) such that there can be advocacy for stronger protections and better resources for combating trafficking.
- ⇒ **Addressing Gaps:** Part of a systems/environmental scan can be an in-depth literature review to [build on work that has Identified gaps in existing policies](#) and laws that may hinder effective responses to trafficking. Also ensure this scan and review are survivor led.

10. Research and Data Collection

- ⇒ **Evidence-Based Policies:** to support the infrastructure of services and policy, there is a [need to support research](#) on the trafficking trends, the effectiveness of interventions, and the needs of survivors. This data can inform policy making and program development.

⇒ **Monitoring and Evaluation:** Regularly assess the impact of anti-trafficking initiatives and adjust strategies based on findings to ensure they are meeting their objectives. To be a part of a global research agenda, [consider aligning with global research standards](#) for comparable and actionable research and evaluation.

Integrating these principles into anti-trafficking strategies, the Human Trafficking Prevention Network of British Columbia can work with others towards meaningful and sustainable change, ultimately reducing the incidence of trafficking and supporting those affected by it. Adhering to these principles ensures that anti-trafficking efforts are effective, sustainable and compassionate.

3.0 Details of Workshop Findings

This section outlines the findings from the workshop hosted by the Human Trafficking Prevention Network of British Columbia on July 15, 2024 in Vancouver BC. Findings are organized according to the following focus areas: (1) Prevention, (2) Intervention, and (3) Survivor supports. Each section describes what currently exists, identified gaps, and barriers and opportunities to filling the described gaps.

3.1 Prevention Strategies

This section summarizes what the working group shared during the workshop related to current prevention strategies, gaps in prevention strategies, and barriers and opportunities to improve prevention strategies for human trafficking in BC.

3.1.1 Support Services to Prevent Human Trafficking

The working group was asked to share what prevention support services currently exist in BC, as well as the gaps, barriers and opportunities to increase prevention support services in BC. See table 1 below for details:

Table 1: Support Services for Human Trafficking

Prevention Strategies – Support Services	
Existing	
Organizations offering supports for high risk groups	<u>Drop-in spaces for safety</u> <ul style="list-style-type: none"> - Kingsway Community Station - WISH Drop-In Centre Society - Peers Victoria Resources Society <u>Drop-in spaces for migrant workers</u> <ul style="list-style-type: none"> - Migrant workers centre - Level up - MOSAIC - Burnaby Neighbourhood house - Archway community center in Abbotsford - South Vancouver Neighbourhood House - Dignidad Migrante
Long-term, holistic, community-based cultural programming	<u>Long-term and locally led prevention programming rooted in culture</u> <ul style="list-style-type: none"> - Makwa Dodem: A Pilot program underway on Treaty 4 Territory with Yellow Quill First Nation and Ocean Man First Nation to prevent sexual exploitation

Prevention Strategies – Support Services	
Peer-led supports	<u>Peer leadership programs</u> <ul style="list-style-type: none"> - Migrant Workers Centre BC: Level Up Program - The Salvation Army: Illuminate & Propel Program
Gaps	
Outreach	<u>Lack of survivor led outreach and outreach in 'hotspot' areas</u> <ul style="list-style-type: none"> - There is a need for survivor-led outreach - Outreach in Single Room Occupancies (SROs) and rural communities is a gap
Long-term, holistic, community-based programming	<u>Lack of access to cultural rights and activities</u> <ul style="list-style-type: none"> - There is a lack of access to cultural rights of passages that strengthen sense of self for young women young men and for two spirit youth <u>Lack of funding for community-based programming</u> <ul style="list-style-type: none"> - Makwa Dodem is in need of funding in order to expand programming into Alberta in 2024 – 2026 and in BC from 2026 onwards
Groups left out	<u>Lack of supports for male victims of violence (also for LGBTQ2S)</u> <ul style="list-style-type: none"> - There are few supports available for male victims of violence
Prevention in Rural Communities	<u>Lack of transportation services in rural communities</u> <ul style="list-style-type: none"> - There is a need for increased access to transportation in rural communities (e.g. along The Highway of Tears) <u>Lack of housing in resource extraction camps</u> <ul style="list-style-type: none"> - There needs to be protection of rental housing options when camps are introduced to a community
Support for high-risk groups	<u>Lack of support for children and youth in the child welfare system</u> <ul style="list-style-type: none"> - Children and youth in the child welfare system need increased support to reduce risk factors caused by state involvement <u>Lack of support for Migrant workers</u> <ul style="list-style-type: none"> - No financial support for organizations supporting migrant workers - No foundational supports - TFW program – employment agencies are not accessible for migrant workers
Barriers and Opportunities	
Holistic prevention rooted in culture	<u>Opportunities to increase access to cultural programming</u> <ul style="list-style-type: none"> - There are opportunity to provide more access to rites of passage and ceremonies for young people that are distinct to their Nations and culture
Increasing collaborative supports	<u>Opportunity to expand collaboration efforts</u> <ul style="list-style-type: none"> - There are opportunities to expand the collaborative approach, including offering education and communicating with foster parents
Support for high-risk groups	<u>Opportunity to increase community-led supports</u> <ul style="list-style-type: none"> - Community led supports including Indigenous patrol groups (e.g. Moccasin Maffia and Braiding the Sweetgrass could be increased <u>Opportunities to increase supports for migrant workers</u> <ul style="list-style-type: none"> - Open work permits for migrant/vulnerable workers - Advocating for proper supervision of agricultural workers - Funding for long-term training

3.1.2 Awareness of Human Trafficking

The working group shared the need to increase awareness of human trafficking in BC, sharing the following in table 2:

Table 2: Raising Awareness about Human Trafficking

Prevention Strategies – Raising Awareness	
Existing	
Awareness Campaigns	<p><u>Awareness Campaigns</u></p> <ul style="list-style-type: none"> - UN World Day Against Trafficking of Persons on July 30th - Human Trafficking Awareness Day on February 22nd - Think Twice Thick Abuse – National Child Exploitation Awareness Day on March 18th - Commercial Vehicle Safety Alliance's Human Trafficking Awareness Initiative-February 17th-21st <p><u>Research-based awareness</u></p> <ul style="list-style-type: none"> - Statistics Canada issues data on the issue of human trafficking quarterly, which can be used to raise awareness
Gaps	
Lack of understanding of consent	<p><u>Lack of understanding of consent and agency</u></p> <ul style="list-style-type: none"> - Lack of understanding of consent systemically and individually - harm done through viewing sex workers as victims in need of saving
Lack of visible campaigns	<p><u>Lack of visible campaigns</u></p> <ul style="list-style-type: none"> - Lack of visible campaigns to help victims identify human trafficking but that avoids having “survivors” named <p><u>Lack of media support</u></p> <ul style="list-style-type: none"> - “Just news” mentality that limits urgency.
Barriers and Opportunities	
Utilizing social media	<p><u>Opportunities to utilize media platforms to spread awareness</u></p> <ul style="list-style-type: none"> - Opportunities to utilize social media that youth access to spread awareness (e.g. connect with influencers to spread awareness)
Survivors sharing lived and living experiences	<p><u>Opportunity to spread awareness by sharing stories of lived and living experience</u></p> <ul style="list-style-type: none"> - Sharing lived experience to bring awareness to others would raise awareness (e.g. having conversations with children, friends, and family about what to look for) - Building awareness by using the voices of those with lived experience but avoiding harm through stigma and need for ongoing consent
Misinformation and perception barriers	<p><u>Opportunities to correct misinformation about migrant workers</u></p> <ul style="list-style-type: none"> - Stereotypes, misinformation, and biases exist regarding migrant workers that needs to be addressed (address root causes of racism, anti-immigration policies) - Address narratives for why migrant workers come to BC to raise awareness and aid prevention efforts for migrant workers experiencing trafficking <p><u>Address unconscious biases and address conscious biases</u></p> <ul style="list-style-type: none"> - Address power and privilege - There is a general belief about what human trafficking looks like (e.g. overseas and physical) that needs to be addressed

Prevention Strategies – Raising Awareness

Grassroots organizing	<u>Opportunity for community-led organizing to support with spreading awareness</u> - Opportunities to spread awareness on human trafficking and all components of it by developing pamphlets and brochures
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3.1.3 Human Trafficking Training and Education

Training and education for children and youth, parents and caregivers, workers in identified human trafficking “hotspot” zones, and corporations was shared as an important component of preventing human trafficking. See table 3 below for details shared by the working group:

Table 3: Training and Education about Human Trafficking

Prevention Strategies – Training and Education	
Existing	
For children, youth, parents, and teachers	<p><u>Programming for Youth</u></p> <ul style="list-style-type: none"> - YWCA Dating Safe: A school-based program for Grade 8 – 10 students on healthy relationships - Safer Schools Together: Training for educators - The Prevention Project: An online hub with over 100 multimedia resources for children, youth, and safe adults - PLEA Community Support Services of BC Children of the Street Program: A school based program with workshops on consent, online safety, and redefining masculinity <ul style="list-style-type: none"> o This program also offers parent workshops
For men	<p><u>Programming for Men</u></p> <ul style="list-style-type: none"> - Man to Man Campaign: Truckers against Trafficking (TAT) Man to Man Campaign: A campaign to raise awareness with men and boys, focusing on the connection of purchasing sex and sex trafficking - DUDES Club: Indigenous based programming to support men's health and wellness - NextGenMen: Programming that discusses masculinity offered to youth, educators, and parents - how about asking the Be More Than a Bystander Program to add this to their education of adult men, also have them do some PSAs
In community	<p><u>Training and education led by community groups and organizations</u></p> <ul style="list-style-type: none"> - Moderate Crisis De-Escalation Team - Ally Global Foundation: Anti-Human Trafficking Charity in Vancouver, BC - Be More than a Bystander: Initiative between EVA BC and the BC Lions - Corporate Training: Board room Education - Moosehide Campaign - WestJet Flight Support - Hope Air: Human trafficking flight partnership - TAT's free niche-specific training resources for the transportation and energy industries <p><u>For workers in high exposure areas</u></p> <ul style="list-style-type: none"> - Ask for Angela: A campaign for victims of trafficking to ask for help in grocery stores where safety plans are in place to support survivors - Vancouver International Airport (YVR): Awareness and education on human trafficking [#NotInMyCity initiative] - Training for Camp Workers: Contract terms and culture training for large construction and infrastructure projects
Gaps	
For families	<p><u>Lack of training for families</u></p> <ul style="list-style-type: none"> - Training for families on health, wellness, and healing intergenerational trauma and awareness of human trafficking in general

Prevention Strategies – Training and Education	
	<u>Lack of funding for parental workshops</u> <ul style="list-style-type: none"> - There is limited funding for workshops for parents
For workers in high exposure areas	<u>Lack of training and education for those working with immigrants/refugees</u> <ul style="list-style-type: none"> - Immigration officers, consultants, border security and lawyers need access to training and education to identify trauma <u>Lack of training and education for those working in high exposure areas</u> <ul style="list-style-type: none"> - Protocol and training needed for: - Transportation workers: Ailine, Taxi, Uber and Lyft drivers, airport workers, and port workers - Airbnb and vacation rental workers - Hotel and single residency occupancy workers
Education for law enforcement	<u>Lack of training for law enforcement</u> <ul style="list-style-type: none"> - Training for law enforcement, including new officers on how to be approachable and honest and how to recognize the signs of human trafficking
Barriers and Opportunities	
For organizations and workers in human trafficking “hotspots”	<u>Opportunity to increase trainings for workers in human trafficking ‘hotspots’</u> <ul style="list-style-type: none"> - YVR: There is a request for information to be accessed through a QR code on screens at YVR airport - There is a need for occupational health and safety programs in ‘hotspots’ - Build anti-trafficking awareness into mandatory provincial workplace health and safety trainings. - There is a need for the development of prevention programs in hotels
For communities	<u>Opportunities to create learning support groups</u> <ul style="list-style-type: none"> - There could be support groups to share in learning around human trafficking <u>Education for newcomers to Canada</u> <ul style="list-style-type: none"> - Offer education to newcomers to Canada on human trafficking <u>Opportunities to have funding to offer provincially mandated training and education</u> <ul style="list-style-type: none"> - There needs to be more investment from the Province related to training and education on human trafficking - Ask Angela needs to expand their reach to include more grocery stores
For parents and caregivers	<u>Opportunities to expand awareness training and education for parents</u> <ul style="list-style-type: none"> - Training and education for parents should include: - Education to reduce fear of having conversations about human trafficking - Training for parents on technology and access
For children, youth and teachers	<u>Barriers to accessing resources</u> <ul style="list-style-type: none"> - Children of the Street: There are barriers to accessing online resources as children and youth need to disclose in order to attend workshops and there needs to be more funding <u>Opportunities to expand school awareness and education</u> <ul style="list-style-type: none"> - There should be curriculum on healthy relationships in all schools - There should be online mandatory seminars for youth under 18, teachers, and school staff <u>Expand collaboration with existing programs</u> <ul style="list-style-type: none"> - Expanding the collaboration with existing programs in schools and incorporate education around human trafficking
For Sex Workers	<ul style="list-style-type: none"> - Information on how to spot recruiters - Information on where to get help

Prevention Strategies – Training and Education	
	<ul style="list-style-type: none">- Information on how to talk to others you think may be targeted- Information on how to create safety plans with other sex workers- Information specifically for youth targeted for sex work

3.1.4 Research about Human Trafficking

Research on human trafficking to inform prevention strategies was shared by the working group as an important step to combating human trafficking, as seen in table 4 below:

Table 4: Research about Human Trafficking

Prevention Strategies – Research	
Existing	
Existing Research	<p><u>Reports and research on human trafficking</u></p> <ul style="list-style-type: none"> - National Inquiry into Missing and Murdered Indigenous Women and Girls - Missing and Murdered Indigenous People: Conferences and reports - Recommendations from Forsaken: The Report of the Missing Women Commission of Inquiry by the Honorable Wally T. Opal - The Salvation Army's 2021 National Impact Report - No More Report, National Taskforce of Sex Trafficking of Women and Girls in Canada (2014) - House of Commons Standing Committee of the Status of Women and Girls, Act Now: Preventing Human Trafficking of Women, Girls and Gender Diverse People in Canada (2024) - Human Trafficking in the Prairies (2022), Hope Restored Canada - Systemic Inequities and Interjurisdictional Issues in MMIWG2S+ and Human Trafficking, Native Women's Association of CANADA - PEERS Victoria, - Living in Community Vancouver - Justice Institute of BC Violence in the Lives of Sexually Exploited Youth and Adult Sex Workers https://www.jibc.ca/sites/default/files/research/pdf/Violence_Research_FinalReport2006.pdf - JIBC Restoring the Honour Circle https://www.jibc.ca/sites/default/files/research/pdf/Restoring-Honouring-Circle-Manual.pdf - Commercial Sexual Exploitation: Innovative Ideas for Working with Children and Youth https://www.jibc.ca/sites/default/files/community_social_justice/pdf/ccs/Commercial_Sexual_Exploitation_WWW_Manual.pdf
Gaps	
Survivor led research	<p><u>There is a lack of survivor led research</u></p> <ul style="list-style-type: none"> - Research on human trafficking should be survivor led and funded (e.g., Salvation Army Illuminate Shift Report – research on service access that was co-designed and co-led by persons with lived experience)
Research on “high-risk” groups	<p><u>There is a lack of research on high-risk communities</u></p> <ul style="list-style-type: none"> - Research on human trafficking within the 2SLGBTQIA+ community, youth in foster care, and youth who have aged out of care is needed, migrant workers (also research on peer led groups)
Barriers & Opportunities	
Using evidence-based best practices	<p><u>Opportunities to utilize evidence-based best practices in the human trafficking space</u></p> <ul style="list-style-type: none"> - Evidence based practices should be used, including development approaches - Available research should inform prevention programs and resources - All research should be validated by sex worker advocates with expertise in human trafficking
Resource network	<p><u>Opportunities to create a comprehensive resource database</u></p> <ul style="list-style-type: none"> - Create a database for human trafficking resources and provide funding for upkeep and collaboration, including interdisciplinary resource sharing

3.1.5 Government-led Policies and Regulations

Government led actions such as policies and regulations to prevent human trafficking were shared by the working group, as seen in table 5 below:

Table 5: Government-led Actions

Prevention Strategies – Government-led Actions	
Existing	
Regional Initiatives	<p><u>Local programs</u></p> <ul style="list-style-type: none"> - Safe cities and Safe Public Spaces Initiative in Vancouver
Gaps	
Policy Change	<p><u>There is a lack of provincial and federal policy changes to address human trafficking</u></p> <ul style="list-style-type: none"> - Policy changes at the provincial and federal level is needed, including for migrant workers (e.g. to have permanent residency to avoid exploitation, temporary resident permits while applications are in progress, support for H and C applications) - Policy changes to support poverty reduction is needed
Collaboration within government bodies	<p><u>More collaboration between policy and security is needed</u></p> <ul style="list-style-type: none"> - There is a lack of collaboration between policy and security for those who have been trafficked <p><u>There is a lack of sharing of criminal</u></p> <ul style="list-style-type: none"> - There needs to be a change in case management and sharing of criminal intelligence information that is survivor centred
Barriers and Opportunities	
Policy changes as prevention	<p><u>Introduce the Proposed Online Harms Bill</u></p> <ul style="list-style-type: none"> - Turn the Online Harms Bill into law <p><u>Create additional sanctuary policies for immigration and those seeking asylum</u></p> <ul style="list-style-type: none"> - Sanctuary policies should be included in the following sectors: Police, MCFD, in schools, and in neighborhood houses <p><u>Offer municipal support to high-risk groups</u></p> <ul style="list-style-type: none"> - Increase access to city services for people with no/precarious status with protection and without fear of being reported to the Canadian Border Services Agency
Bylaw changes	<p><u>Increase accountability through bylaws</u></p> <ul style="list-style-type: none"> - Create bylaws with Airbnb to build in accountability as there is currently no trafficking site lines

Prevention Strategies – Government-led Actions	
Holistic Provincial strategy	<p><u>Opportunity to create a holistic provincial strategy to address human trafficking</u></p> <ul style="list-style-type: none">- Index the shelter portion of income assistance to the cost of living, and subsidies for programs like RAP – ensure that financial supports are in keeping with inflation so people can afford to live violence free (e.g., Housing Services Act 2011 in Ontario gives special priority access to RGI housing for survivors of abuse including trafficking).- Increase poverty reduction efforts (e.g. income support, quality childcare, and housing)- Implement strong regulations on human trafficking to ensure adult sex work can be controlled by sex workers <p><u>Opportunity to increase support for individuals and organizations to combat human trafficking</u></p> <ul style="list-style-type: none">- The government needs to support leaders, advocates, non-profits, and experts in human trafficking to start initiatives by providing funding, trainings, and resources- Government should build connections and start collaborations with non-profits to share expertise and knowledge to tackle human trafficking

what about migrant trafficking/labour seems missing from these tables

3.1.6 Legal System Strategies

The working group shared gaps, opportunities and barriers within the legal system to prevent human trafficking, as seen in table 6 below:

Table 6: Legal System

Prevention Strategies – Legal System	
Existing	
No existing preventative programs/activities were mentioned	
Gaps	
Restorative Justice	<u>Utilize a restorative justice approach</u> <ul style="list-style-type: none"> - Utilize restorative justice within the legal system where appropriate and that is survivor centred
Transformative Justice	<u>Make violators accountable</u> <ul style="list-style-type: none"> - Ensure that violators are held accountable within the legal system
Accountability for offenders	<u>Make violators accountable</u> <ul style="list-style-type: none"> - Ensure that violators are held accountable within the legal system
Law enforcement	<u>Create a regional policing strategy</u> <ul style="list-style-type: none"> - There is a need for a collaborative regional policing strategy where regional policing departments communicate and share research and knowledge
Barriers and Opportunities	
Laws preventing human trafficking	<u>Create stronger laws to deter violators</u> <ul style="list-style-type: none"> - Stronger laws are needed related to the distribution of non-consensual intimate images and artificial intelligence - Consent can now be given at age 16, which makes human trafficking easier, therefore laws need to be changed to make human trafficking harder for violators (this point is deeply complex, are you saying the age of consent for sex should be raised? there are provisions re consent not being granted if the seeker of sex is a teacher/coach, or does this mean for general labour?) yes be careful here - stronger laws can and do create more violence/harm and less agency/choice
Law enforcement	<u>Barriers monitoring human trafficking related crimes</u> <ul style="list-style-type: none"> - There are barriers within law enforcement, who do not know how to leverage and track financial crimes and laundering, - There is also a need for a Human Trafficking 101 training for uniform police

3.1.7 Prevention through Organizations

Members of the working group shared prevention efforts currently offered by organizations, as well as gaps, barriers, and opportunities associated with preventing human trafficking. See table 7 below for details:

Table 7: Prevention through Organizations

Prevention Strategies – Organizations	
Existing	

Prevention Strategies – Organizations	
Organizations working to prevent human trafficking	<p><u>Organizations working to prevent human trafficking (e.g., TAT)</u></p> <ul style="list-style-type: none"> - Pacific Community Resources Society - Uber Youth and Uber+ - WorkSafe BC: Conducts worksite inspections - The Port Authority <p><u>Peer led sites</u></p> <ul style="list-style-type: none"> - RainCity Housing and Support Society - WISH - Mobile Access Project (MAP Van – through WISH Drop-in Centre Society - Peers Victoria https://www.safersexwork.ca - HUSTLE @ Peers is a program for GBQ (Gay, Bi, Queer,) gender diverse, and masculine identified sex workers. - Trans, Non-Binary, 2-Spirit Sex Workers Virtual Support Group: - A weekly Zoom based support group or 1:1 support meeting for people with experience in sex work who are 2-spirit, trans, non-binary, and/or intersex. - Sacred Sacred is a group made up of Indigenous folks that currently or formerly worked the sex trade. They meet monthly to connect and share experiences as Indigenous sex workers and to draw strength from culture and coming together.
Gaps	
Funding	<p><u>There is a lack of funding for partnerships/collaboration</u></p> <ul style="list-style-type: none"> - Nonprofits are having to compete for almost non-existent funding - Funding for more jobs working to prevent human trafficking is needed
Frontline supports	<p><u>Prevention needs to be built into frontline supports</u></p> <ul style="list-style-type: none"> - Prevention efforts need to be built into frontline services <p><u>Strenuous workload for staff / model after Peers Victoria Wise Practices and range of programming</u></p> <ul style="list-style-type: none"> - Overwhelming workloads of staff working in roles to prevent human trafficking has impacted the quality of care they can provide
Corporations	<p><u>There is a lack of accountability for corporations</u></p> <ul style="list-style-type: none"> - Corporations are not living their Codes of Conduct in communities - Consideration on corporations' impact on communities needs to be considered - More accountability for human trafficking is needed for contractors of Uber
Barriers and Opportunities	
Increasing peer led supports	<p><u>Opportunities to create more survivor led leadership and input</u></p> <ul style="list-style-type: none"> - Prevention efforts within organizations need to be survivor led and need to be at peer-led sites (see Peers Victoria)
Increasing collaboration between organizations	<p><u>Opportunity to increase collaboration between non-profits</u></p> <ul style="list-style-type: none"> - There are barriers to non-profits working together as they are competing for funding
Accountability	<p><u>Opportunities to increase accountability for those engaged in human trafficking prevention work</u></p> <ul style="list-style-type: none"> - Stronger accountability, supervision, and support for those who do the work (e.g. police, social workers, lawyers)

Prevention Strategies – Organizations

Opportunities to perform evaluations of prevention efforts

- There is a need for program evaluation of existing prevention efforts

3.1.8 Accessibility of Services

Members of the working group shared access to services as an important element of preventing human trafficking, as seen in table 8 below:

Table 8: Prevention – Access to Services

Prevention Strategies – Access to Services	
Existing	
For Indigenous, migrant workers, newcomers	<p><u>Language accessibility</u></p> <ul style="list-style-type: none"> - There are options for migrant workers, newcomers, Indigenous people to access services in their first language (this is urban only not available in rural communities)
Gaps	
Supports for diverse groups	<p><u>There is a lack of support for those struggling with mental health and substance use</u></p> <ul style="list-style-type: none"> - There needs to be access to mental health, trauma and substance use counselling individual, group <p><u>There is a need for programs that address basic needs</u></p> <ul style="list-style-type: none"> - Services and programs are needed to address vulnerabilities (e.g. poverty, housing instability, and food insecurity)
Client-centered supports	<p><u>There is a lack of client-centered support services</u></p> <ul style="list-style-type: none"> - There are very few support services currently offered that are client-centered - Services need to increase their hours and accessibility including being open outside of school/office hours
Barriers and Opportunities	
Increase navigation supports	<p><u>Opportunities to create a network database of services</u></p> <ul style="list-style-type: none"> - Similar to a resource database, a database of services available in communities is needed to show what programs and supports are available in communities to assist individuals and avoid service repetition <p><u>Opportunities to increase the number of system navigators</u></p> <ul style="list-style-type: none"> - There is a need for more community system and legal navigators to assist clients and communities in accessing services
Lack of trust and past ongoing harm /violence	<p><u>There are barriers in accessing services due to a lack of trust</u></p> <ul style="list-style-type: none"> - Barriers to accessing services exist because of a lack of trust and a fear of losing control and choice because of prescriptive approaches also actual harm and violence done through government systems

3.2 Intervention

This section summarizes what we heard from the working group regarding what intervention initiatives and supports currently exist, what is missing, and the barriers and opportunities for strengthening intervention tactics.

3.2.1 Government-led Intervention Strategies

The working group was asked to share what intervention supports they know of that currently exist in BC, as well as gaps, barriers, and opportunities to improve intervention efforts within the province. See table 9 below for details:

Table 9: Government-led Intervention strategies

Intervention Strategies – Government Government-led	
Existing	
Government-led Human Trafficking Initiatives	<p><u>Government-led human trafficking initiatives</u></p> <ul style="list-style-type: none"> - The Office to Combat Trafficking in Person - Provincial human trafficking unit (police) - BC Victim Services - TRP: Temporary Resident Permits can be granted to a potentially trafficked person from another
Gaps	
Collaboration within government	<p><u>Lack of municipal interventions also First Nations governments</u></p> <ul style="list-style-type: none"> - There needs to be more municipal involvement and support - Municipal governments have the potential to have a strong influence due to their expansive reach, but it is not always included in conversations about human trafficking. <p><u>Lack of collaboration across provinces</u></p> <ul style="list-style-type: none"> - Currently there are collaborative efforts between BC and Ontario and a need for more collaborative intervention strategies across the province
Within the Legal System	<p><u>Lack of court supports for youth</u></p> <ul style="list-style-type: none"> - There needs to be more support for youth in court - Need increased Legal Aid funding for Immigrant and Refugee Clients- while some funding is in place, the provincial budget falls short of demand <p><u>Need for increased training for those working in the legal system</u></p> <ul style="list-style-type: none"> - Increased training is needed for judges and lawyers - The Vancouver Police Department and court workers in human trafficking need training
Police intervention	<p><u>Safety during investigations</u></p> <ul style="list-style-type: none"> - There needs to be a safe place that survivors can be brought into when violence occurs that is outside of police stations - Police should be directed to bring in community based anti-violence support workers in every case where survivors are being questioned - Safety during investigations could be improved with adequate training for police - better investigation and charges against police involved in trafficking (see Judge Gove case in Prince George - open

Intervention Strategies – Government Government-led	
	<p>investigation as RCMP were sexually exploiting Indigenous girls) and external reviews of police violence</p> <p><u>Gaps in investigations and reporting human trafficking</u></p> <ul style="list-style-type: none"> - Lack of proactive investigation probes for cases of human trafficking - More care is needed so large sweeps are not the norm. Caution is needed so as to not victimize survivors during raids/investigations - Police services for human trafficking only interview children when there has been an online interaction and do not disclose this to parents
Barriers and Opportunities	
Bias and fear of judgement	<p><u>Barrier of bias and stigma</u></p> <ul style="list-style-type: none"> - Survivors are fearful to seek help due to history of violence/harm a lack of empathy from government agencies/law enforcement - Unconscious bias training is needed for every responder in this field
Laws and regulation	<p><u>Fully enacted PCEPA</u></p> <ul style="list-style-type: none"> - The Protection of Communities and Exploited Persons Act needs to be fully implemented - Prior to enactment the act should be reviewed by sex worker advocacy organization such as Peer Victoria, PACE, Living in Community
Legal System and Policing	<p><u>Training for those in government</u></p> <ul style="list-style-type: none"> - Training could include survivor centred, trauma informed investigations and techniques to improve the rate of success and safety for survivors, and holistic approaches to support survivors <p><u>Reinstate BC Office and Combat Human Trafficking Division</u></p> <ul style="list-style-type: none"> - Resurrect BC office and combat division
Restorative Justice	<p><u>There are opportunities to integrate more holistic approaches to justice</u></p> <ul style="list-style-type: none"> - Center intervention and support for survivors over punitive approaches to justice - Utilize a restorative justice framework within the justice system /transformative non police based justice frameworks
Increase Collaboration	<p><u>Collaborate with advocates and non-profits to support survivors</u></p> <ul style="list-style-type: none"> - Find ways for advocates to accompany law enforcement workers (e.g. first responders, police) when human trafficking or sexual abuse is suspected - Offer survivors options to collaborate with non-profits to access help and support including trauma and psychosocial therapy

3.3 Survivor Supports

This section presents what we heard from the working group about what survivor supports currently exist, what is missing, and the barriers and opportunities for improving short and long-term supports for survivors of human trafficking in BC.

3.3.1 Survival Needs

The working group was asked to share what survivor supports they know of that currently exist in BC. The Working group identified survival needs such as housing, legal aid, as well as access to food and healthcare as crucial supports for survivors. See table 10 below for details:

Table 10: Survival Needs

Survivor Supports – Survival Needs	
Existing	
Housing/shelter	<p><u>Trauma informed housing/shelter</u></p> <ul style="list-style-type: none"> - Trauma informed housing and shelter - Aboriginal Mothers Center Society offers housing and wrap around services - Atira Women's Recovery Society provides housing for women and children affected by violence.
Access to food	<p><u>Greater Vancouver food box</u></p> <ul style="list-style-type: none"> - Access to food through the Greater Vancouver Food Box
Monetary aid	<p><u>Programs for survivors to reach financial independence</u></p> <ul style="list-style-type: none"> - Scotiabank and Royal Bank has initiatives to help survivors open bank accounts - ONYX works in Vancouver provides a wage subsidy for sexually exploited youth and offers a mentorship program to employers <p><u>Funding sources</u></p> <ul style="list-style-type: none"> - The Minister's Advisory Council on Indigenous Women: Giving Voice - Justice Canada - BC Association of Aboriginal Friendship Centres: Path Forward Community Fund - Civil Forfeiture Office: Human Trafficking Funding Stream - Telus
Healthcare and Healing	<p><u>Immediate healthcare services for survivors</u></p> <ul style="list-style-type: none"> - Justice for Girls - 411.ca: Online directory <p><u>Counselling supports</u></p> <ul style="list-style-type: none"> - Various community based anti-violence programs across BC offer trauma informed counselling and access to justice advocacy supports <p><u>Multiple supports</u></p> <ul style="list-style-type: none"> - Province of BC: Crime Victim Assistance Program
Legal Aid	<p><u>Available legal resources for survivors</u></p> <ul style="list-style-type: none"> - BC First Nations Justice Council offers a legal clinic FNJ - Legal Aid BC offers legal representation and navigation - Various pro-bono legal services - Family Information Liaison Unit

Survivor Supports – Survival Needs	
	<ul style="list-style-type: none"> - Canadian Human Trafficking Hotline <u>Available legal support for migrant workers</u> - Mexican consulate
Gaps	
Housing/shelter	<p><u>There is a lack of long term, safe, low barrier housing</u></p> <ul style="list-style-type: none"> - Housing needs include long term, low barrier, safe housing supports - There needs to be transition housing <p><u>Culturally safe and appropriate housing</u></p> <ul style="list-style-type: none"> - There needs to be culturally appropriate housing available
Access to food	<p><u>Dignified access to food</u></p> <ul style="list-style-type: none"> - There needs to access to food in a dignified and respectful way
Monetary aid	<p><u>Need for additional income assistance</u></p> <ul style="list-style-type: none"> - There is a need for adequate income assistance rates for survivors - Access to compass cards for transportation is needed - Access to training including banking and building up personal credit scores
Healthcare and Healing	<p><u>Need for more healthcare supports</u></p> <ul style="list-style-type: none"> - There needs to be funding for survivors who cannot fully access public healthcare, including counselling <p><u>Trauma informed healthcare</u></p> <ul style="list-style-type: none"> - Healthcare needs to be trauma informed and offer healing spaces for survivors - Counselling and Advocacy Support - while there are many anti-violence programs across BC, most are underfunded
Legal Assistance	<p><u>Legal assistance for survivors Interpretation services for survivors</u></p> <ul style="list-style-type: none"> - There is a need for the following legal assistance for survivors: <ul style="list-style-type: none"> o Increase access to legal aid o Access to family court workers to support survivors o Increase access to restraining orders o Access to services to regain personal identification <p><u>Legal assistance for migrant workers</u></p> <ul style="list-style-type: none"> - There is a need for protection and defense of temporary foreign workers
Government supports	<p><u>Disability support for survivors</u></p> <ul style="list-style-type: none"> - The Ministry of Social Development needs to approve disability support for survivors
Barriers and Opportunities	
Housing/shelter	<p><u>Barriers to accessing housing</u></p> <ul style="list-style-type: none"> - Unaffordable, vacancy rate issues, difficulty accessing transition houses that are often full and not available in rural areas <p><u>Opportunities to increase access to housing for survivors</u></p> <ul style="list-style-type: none"> - Create more supportive housing for women and children to lift the next generation out of poverty
Healthcare and Healing	<p><u>Barriers to accessing healthcare and healing supports</u></p> <ul style="list-style-type: none"> - Human trafficking must be reported to police to access counselling through the Crime Victim Assistance Program (most survivors don't want the police involved) - If you can access counselling, there are long waitlists

Survivor Supports – Survival Needs	
	<ul style="list-style-type: none">- Need more Peer led programs across the province and in rural communities like Peers Victoria <p><u>Opportunities to support survivors with healthcare and healing</u></p> <ul style="list-style-type: none">- Classify addictions as a health issue- Increase mental health and addictions supports- Include topics such as building self-esteem, self-worth, confidence, and purpose during counselling- Increase clinic hours to improve accessibility of services (e.g. offer appointment times that would work for youth)- Create programming to help survivors find their authentic selves
Legal assistance	<p><u>Barriers to accessing legal assistance</u></p> <ul style="list-style-type: none">- Survivors do not trust those working in the system, including those working in legal assistance <p><u>Opportunities to access legal assistance</u></p> <ul style="list-style-type: none">- Create human trafficking dedicated Duty Counsel and Crown- Create sanctuary policies in all institutions- Remove restrictions (e.g. status) for those trying to access legal aid
Policy Changes	<p><u>Creating sanctuary policies to protect survivors</u></p> <ul style="list-style-type: none">- Create policies so that survivors that are undocumented feel protected and safe to report experiences, this would include health related policies

3.3.2 Long Term Supports for Survivors

In addition to survival needs, members of the working group shared important long term supports for survivors, as seen in the table below:

Table 11: Long Term Supports for Survivors

Survivor Supports – Long Term Supports for Survivors	
Existing	
Outreach and Navigation Support	<p>Peer mentorship programs</p> <ul style="list-style-type: none"> - Peer mentorship programs are available for on a limited basis for survivors
Programs and organizations	<p>Programs and organizations working in Human trafficking prevention</p> <p>Counselling and healthcare services</p> <ul style="list-style-type: none"> - Pacific Centre Family Services Association (Victoria) - Pacific Association of First Nations Women (Vancouver) - Battered Women's Support Services (Vancouver) - Her Time (Lower Mainland) - 211: Survivor informed phone line - Peers Victoria - PACE Vancouver - Living in Community Vancouver - Prince George New Hope Society - Community Based Victim Assistance Programs throughout BC for crisis support re violence (see EVA BC for locations) <p>Programs for youth</p> <ul style="list-style-type: none"> - Victoria Youth Empowerment Society (Victoria) - Orca Lelum: Youth Recovery Detox Treatment (Lantzville) - Aunt Leahs: The Link Program Greater Vancouver - Nenqayni Wellness Centre Society (Williams Lake) - Foundry (Metro Vancouver) - Yúsnewas (Squamish Nation) - Stop Exploiting Youth (Metro Vancouver) - Mobility for Good and Internet for Good for Youth: Telus Mobility - Grrlz Groups/Ask Auntie Groups/ <p>Training and education for survivors</p> <ul style="list-style-type: none"> - Bridges For Women - Victoria - PACE Vancouver (sorry format not working) - Peers Victoria - My Sisters Closet: Battered Women's Support Services (Vancouver) <p>Holistic survivors supports</p> <ul style="list-style-type: none"> - The NO Society: The Beacon (Chilliwack) - Covenant House Vancouver (Vancouver, BC) - Metro Vancouver Aboriginal Executive Council Warriors Against Violence (Vancouver) <p>Trauma and healing programs</p> <ul style="list-style-type: none"> - Tsow-Tun Le Lum Society (Duncan) - Stopping the Violence Counselling Programs (throughout BC - see EVA BC Website for locations)

Survivor Supports – Long Term Supports for Survivors	
	<p>Mental Health and addiction programs</p> <ul style="list-style-type: none"> - Tsa Kwa-Luten (Quadra Island) - Harbour Lights Program: Salvation Army (Vancouver) <p>For Mothers</p> <ul style="list-style-type: none"> - BabyGoRound (Vancouver) - Sheway: Vancouver Aboriginal Health Society (Vancouver) <p>Legal Aid</p> <ul style="list-style-type: none"> - Tears to Hope, She is Somebody (BC) - Victim Services Toronto: Reclaim Project (Canada-wide) - Native Courtworkers and Counselling Association of BC (BC) - Legal Aid BC <p>Programs delivered by the Salvation Army</p> <ul style="list-style-type: none"> - Propel: Survivor Development Centre - Deborah's Gate - Renew Church - Living Hope Community Church - Violini Scholarship Fund
Gaps	
Outreach and Navigation Support	<p><u>Lack of outreach and navigation supports in BC</u></p> <ul style="list-style-type: none"> - There needs to be more outreach supports to increase the freedom of survivors street level and connected across BC - There is a lack of connection between support services across BC, particularly between rural and urban areas - There needs to be more outreach and leadership programs
Gaps in programming and services for survivors	<p><u>Need for increased individualized supports for survivors</u></p> <ul style="list-style-type: none"> - Lack of one-to-one supports for survivors <p><u>Need for more funding for support programs</u></p> <ul style="list-style-type: none"> - Lack of funding for support programs for survivors
Assisting survivors' reintegration into the workforce	<p><u>Need for increased access to education to support workplace reintegration</u></p> <ul style="list-style-type: none"> - Support for survivors by providing access to education, mentorship, and apprenticeships including employment pathways, particularly for Migrant workers - Leadership programs should be available for survivors
Organizational accountability	<p><u>Need for increased accountability for organizations working in human trafficking prevention</u></p> <ul style="list-style-type: none"> - Need for increased accountability for frontline workers working in human trafficking prevention work, including identifying what recommendations or Calls for Justice they are addressing in their work - Staff turnover is high at organizations working in human trafficking prevention <p><u>Training for those working in anti-violence and human trafficking prevention organizations</u></p> <ul style="list-style-type: none"> - Employment training and access to education for rural and Indigenous Stop Exploiting Youth workers, as well as student service and Indigenous liaison workers - Training for all responders to better understand needs and differences between sex work and human trafficking <p><u>Accountability for frontline workers</u></p>

Survivor Supports – Long Term Supports for Survivors	
	<ul style="list-style-type: none"> - Frontline responders have a lack of knowledge about trafficking - Frontline responders are not always friendly and can be judgemental
Accountability for police and government	<u>Accountability for Police and Government</u> <ul style="list-style-type: none"> - The lack of accountability and collaboration between governments is needed for long term support for survivors of human trafficking
Barriers and Opportunities	
Accessibility barriers to accessing services	<u>Barrier to parking at service centres</u> <ul style="list-style-type: none"> - Credit cards are required to park at support service centres which create barriers for those without credit cards
Outreach and Navigation Support	<u>Barriers to improving outreach and navigation supports</u> <ul style="list-style-type: none"> - Silos are prevalent amongst support organizations - There is misinformation about services and supports available for survivors <u>Opportunities to improve outreach and navigation supports</u> <ul style="list-style-type: none"> - Create a comprehensive guide of all agencies across BC working in each community and have a list of contacts that can be contacted by survivors (e.g., determine if 211 has sex workers and human trafficking index)
Organizational accountability	<u>Accountability for frontline workers</u> <ul style="list-style-type: none"> - There is a need for quality training for frontline responders to address a lack of knowledge, which should include understanding unconscious bias, Indigenous history, and power and privilege
Law Enforcement	<u>Law enforcement supporting the long-term success of victims</u> <ul style="list-style-type: none"> - Law enforcement should be working to support the long-term success of victims and accountable for past ongoing police harm/violence (e.g., Greater Vancouver Family Services and other organizations who are very helpful in assisting with long-term victim management)

3.4 Wise Practices in Human Trafficking Prevention Work

This section shares wise practices for engaging in human trafficking prevention work identified by the working group. Wise practices include:

- ⇒ Survivor-led initiatives
 - The importance of listening to those with lived experience was shared as an important practice at all stages of the work.
- ⇒ Utilize evidence-based best practices
 - Utilizing evidence-based best practices as identified through research was advised.
- ⇒ Consider utilizing a strengths-based approach to the work
 - Strengths based to compliment trauma informed practice.
 - Strengths-based programs that focus on leveraging the strengths of each organization, focusing on the strengths of the people involved.
- ⇒ Inclusion of all genders and all backgrounds in strategic planning.
- ⇒ Collaboration between sectors
 - Collaboration between Provinces, Ministries, law enforcement, and organizations working with sex workers and to eliminate human trafficking was advised to improve prevention, intervention and survivor support services.

Appendix A: About the Human Trafficking Prevention Network of British Columbia

This section provides information about the Human Trafficking Prevention Network of British Columbia (The Network), including its formation, mission, and who makes up the network. Following this, details related to the Landscape Scan and the working group who contributed to it are presented.

1.1.1 About the Human Trafficking Prevention Network of British Columbia & the Landscape Scan

On February 22, 2024, Lieutenant Governor Janet Austin and Shell Canada President and Country Chair Susannah Pierce unveiled the founding partners of the Human Trafficking Prevention Network of British Columbia. The inaugural event took place at Covenant House Vancouver and coincided with National Human Trafficking Awareness Day.

The signing ceremony with twenty corporate and community founding partners brought together a network from diverse industries and services. This included Lieutenant Governor of British Columbia Janet Austin as Honorary Patron of the Human Trafficking Prevention Network and Shell Canada President and Country Chair Susannah Pierce as Chair of the Human Trafficking Prevention Network.

The Canadian Human Trafficking Hotline recognized 2,170 human trafficking victims/survivors between 2019 and 2022. Of the 3,103 detected victims of police-reported human trafficking in Canada from 2012 to 2022, approximately 94% were women and girls. Furthermore, approximately 7 in 10 (69%) were under the age of 25.

The founding partners of the Human Trafficking Prevention Network united in their commitment to combat human trafficking by signing a [Statement of support](#) and pledging to work collaboratively to share resources that spread awareness, and that support organizations that are combating human trafficking or aiding survivors in their recovery and transition.

“Anchored by the actions outlined in the [Statement of Support](#), we are resolved to raise awareness, disseminate crucial resources, and offer unwavering support to survivors in their recovery. Through this collaborative endeavor, we are pledging to amplify our efforts and foster a more resilient and collaborative response to this pressing issue,” says the Honourable Janet Austin, Lieutenant Governor, and Honorary Patron of the Human Trafficking Prevention Network.

Among the founding partners of the Human Trafficking Prevention Network are:

- **Chair:** Shell Canada Limited
- **Honorary Patron:** Lieutenant Governor of British Columbia
- All Nations United
- BC Lions
- BC Native Women’s Association
- Business Council of British Columbia
- Covenant House Vancouver
- Greater Vancouver Board of Trade
- KPMG
- Ocean Spray Cranberries Inc
- Richberry Group of Companies
- Royal Bank of Canada
- Telus Health
- The Canadian Centre to End Human Trafficking
- The Port of Vancouver
- TransLink
- Truckers Against Trafficking
- Vancouver Police
- YVR Airport

- YWCA Metro Vancouver

To develop a baseline understanding of the status of human trafficking in British Columbia, with a focus on sex trafficking, the Network undertook a Landscape Scan focused on understanding what currently exists, and where there are gaps in services and systems in the areas of human trafficking prevention, intervention and survivor supports.. The baseline findings and recommendations from the landscape scan will inform the ongoing work of the Network.

1.1.2 The Need for the Human Trafficking Prevention Network of British Columbia

Sex trafficking in Canada is a critical issue, significantly affecting populations targeted by systemic harm including sex workers, migrant workers, and Indigenous women and girls and LGBTQ2S youth and adults. The issue is important and relevant due to its profound impact on victims' physical, emotional, and mental health. Indigenous communities are disproportionately affected, accounting for a significant percentage of trafficking victims despite representing a small portion of the population. Human trafficking disproportionately affects those populations who have been systematically marginalized and oppressed due to historical and ongoing issues like poverty, colonialism, and lack of access to education, and other supports. Addressing sex trafficking is crucial for protecting human rights, ensuring justice, and promoting the wellbeing of all people in Canada. This work aligns with the Truth and Reconciliation Commission Calls to Action, particularly those focused on justice, health, and education for Indigenous Peoples. Canada can take meaningful steps towards reconciliation, fulfilling its commitment to addressing the root causes of violence and exploitation against Indigenous women and girls, and promoting their safety and well-being.

1.1.3 About the Human Trafficking Prevention Working Group

A working group consisting of volunteer members of the Network and key stakeholders and service providers in the area of human trafficking was established In 2024 to support and inform the direction of The Network. Chastity Davis Alphonse, a mixed heritage women of First Nations and European descent from the Tla'amin Nation, is the chair of the working group. Working group members included voices from key service providers and those with lived and living experience. This working group is addressing a critical gap in this space by including those with lived and living experience and survivors of human trafficking in discussions around ending human trafficking.

1.1.4 About the Workshop

The working group came together in July of 2024 in Vancouver, BC to discuss what supports and resources exist to support victims and survivors of human trafficking, as well as what gaps and barriers exist and what potential strategies and resources are needed to fill the identified gaps and barriers. This workshop is a component of the Landscape Scan, which was led by RCI, an Indigenous owned and operated research, evaluation, and consulting firm that specializes in working with Indigenous organizations and communities.

Appendix B: Methodology

In order to complete the Landscape Scan, a workshop was delivered to The Networks' working group to discuss the current landscape of human trafficking prevention strategies, intervention strategies, and survivor supports.

Research Approach

This workshop was conducted with the goal to create transformative, non-repetitive change by centering the voices of those who are currently working in human trafficking prevention, those with lived experience, and survivors.

Engagement Process

The workshop was approximately four hours and took place at the YWCA Metro Vancouver with service providers, members of the working group, and people with lived experience. The session included activities focusing on three key areas: (1) Prevention, (2) Intervention, and (3) Survivor supports. The working group was split into three groups to work through the activities, each focusing on one of the three key areas. The activities were focused on the following questions:

Activity One: Who, what, and where?

- Who is involved in human trafficking prevention work?
- What are they doing?
- Where are they located?

Activity Two: Gaps in the System

- What are the gaps in services and supports?

Activity Three: Barriers and Opportunities

- What are the barriers to filling the aforementioned gaps?
- What are the opportunities to fill the aforementioned gaps?

Potential Challenges and Limitations

The following outlines the challenges and limitations to the workshop:

- ⇒ Constraint related to a lack of political connections to The Network in making policy changes.
- ⇒ Members of the working group shared that there were other groups and individuals that should be a part of the conversation, including the Port Authority and The Ministry of Children and Family Development.

Workshop Agenda

Time	Activity
12:00 – 1:00	<ul style="list-style-type: none">- Lunch- Elder Welcome- Introductions
1:00 – 1:15	<ul style="list-style-type: none">- Overview of The Human Trafficking Prevention Network of British Columbia

1:15 – 1:20	- Circle Agreement
1:20 – 2:30	- Activity One: Who, what, and where?
2:30 – 2:25	- Break
2:34 – 3:20	- Activity Two: Gaps in the System
3:20 – 3:25	- Break
3:25 – 4:10	- Activity Three: Strategies to fill Gaps and Potential Barriers
4:10 – 4:40	- General Reflections and Next Steps - Summary of Activities - Discussion of Next Steps & Actions
4:40 – 5:00	- Closing Circle

Appendix C: Key Actions and Priority Working Group Meeting Notes

Focus	Key messages	Priority
Prevention (include definition - preventing youth and children from being trafficked, and also making it harder to traffick)	<p>Raising awareness and education for Indigenous people and their experience of trafficking - intersections (forsaken report) transition and travelling between Northern BC to Vancouver - MMIWG</p> <ul style="list-style-type: none"> • Funding for on reserve vs. off reserve - off reserve funding does not necessarily go to organizations. • Indigenous people are trafficked at a higher rate since the beginning of contact, and need to include and amplify this issue <p>Raising awareness of the prevalence in canada</p> <ul style="list-style-type: none"> - Awareness is key to preventing this crime. Education is key to addressing the issue. - Awareness of how easy it is to participate in HT <p>Addressing underserved/vulnerable remote locations - in community resources</p> <ul style="list-style-type: none"> - Corporations could fund collaborative efforts between non-profits for folks to go speak to schools, municipalities, children and youth and anyone working with those groups on how to understand the signs and how to respond. Could pick locations on the HT corridors. - before selecting 	👍
		👍 👍 👍 👍

Focus	Key messages	Priority
	<p>communities, would have to ensure it is not a 'parachute project' - have next steps/long term supports in place.</p> <p>Collaborative funding for long-term - collaborative funding (so not silo'd) for HT organizations, increasing the ability to share resources (e.g., have one intake that is shared across organizations), less impact on survivors</p> <ul style="list-style-type: none"> - One point of contact between organizations (ex. 911 of contact, HT network ahs interactive map of canada) - Lack of ongoing funding; need at least 10 years of funding - Lack of funding creating 'hidden supports' (what can orgs do share) <p>Voice of Corporations hold power</p> <ul style="list-style-type: none"> - to hold government accountable for lack of action 	
	<p>Who is perpetuating HT - not just there are these vulnerable kids - who are they vulnerable to - who is demanding HT, who are they?</p> <p>Education - people don't want to talk about HT, as much into their faces, trained on how to recognize signs (e.g., YVR doing "not in my city" training, stickers in airports)</p> <ul style="list-style-type: none"> - Social media and literacy (e.g., Jen Graham's work) courses that can be pushed out to YVR, schools, employees to disseminate - Education for parents and employees on online 	👍
	<p>Fighting the root causes</p> <ul style="list-style-type: none"> - (how can a place like yvr fight poverty) - how do you push other employers to do this; pay living wages - 'Supporting' HT in other countries/corporations that are directly or indirectly supporting HT 	👍
Intervention	Support to get out , and, safety for those those who cannot get out	
	<p>More substantial tracking of perpetrators</p> <ul style="list-style-type: none"> - how can we increase call outs/identification of perpetuation of HT 	👍
	<p>Include men in this discussion</p> <ul style="list-style-type: none"> - White Ribbon Campaign, Truckers Against Trafficking (TAT), Moosehide Campaign - For the protection of others, and also for men's mental health - Going for the people who are paying for it, so we can cut the demand - Are these groups talking together? 	👍
Support for Survivors	Support for victims and survivors to build their lives after they have exited - is there an element they feel compelled to deal with?	👍
	<p>Tangible things - translink - trasnpo, bus passes, free transpo - provide to PLEA or other service providers so they have them</p> <ul style="list-style-type: none"> - Across each industry, banking to yvr to hotels... maybe a job visit and shadowing program - Can you support a retraining or skills labs career opportunities 	
	Telus - donate online counselling - # of sessions for survivor supports	

Focus	Key messages	Priority
	<p>Hotel - Marriot donating hotel rooms for survivors to stay in - ask the network to provide in kind and funding</p> <p>Have a contact in organizations to contact</p> <p>Are you compliant with our countries human rights laws and policies - highlighting that there are ways - inside out challenge - direct resources to match,</p>	
	<p>In order for survivors to exit successfully, need to provide basic needs themselves, and they need access to the same things we all need in order to rebuild their lives</p> <ul style="list-style-type: none"> - Key message: Understanding that in order for survivors to exit successfully, survivors need to be able to provide for themselves. - Key message/takeaway for Survivor Services as part of their Inside-Out Assessment, can you create a liaison for survivors exiting to explore career paths and training to rebuild their life - Financial empowerment 	
	Supporting for long term residential programs for survivors where they can heal with other survivors	
Prevention	<p>Prevention through education and awareness, lack of public awareness and education, what can companies do in leveraging their networks to contribute to education and awareness.</p> <ul style="list-style-type: none"> - Look at your own house - General awareness - Specific groups - men, boys, MHC, Nexgen men, Be more than a Bystander with BC Lions <p>Prevention of vulnerabilities</p> <p>Reframing human trafficking as a public safety issue, prevention as harm reduction. How to treat human trafficking as a public safety issue.</p> <p>Advocacy for men to be involved in solving human trafficking (e.g., discussion groups for men to see their role in this, privately; encourage leaders to make this space, masculinity is a root cause of this issue))</p> <p>Companies participating in an inside out challenge:</p> <ol style="list-style-type: none"> 1. Internal review of policies, code of conduct etc. are you compliant in basic policies and codes for preventing human trafficking? 2. Identifying key areas for education and awareness and training 3. Investing in education opportunities 4. Leveraging networks to encourage other companies to engage in inside out challenges. 	👍👍👍👍
Intervention	<p>Where is the company located, what are the challenges facing you directly. Where are your dollars most needed in your community.</p> <p>Identifying which organizations can support intervention. Who is already doing good work in this space, who is a trusted partner, who can we support to grow and continue this work in a sustainable way.</p>	

Focus	Key messages	Priority
	Fostering long term impact by committing to long term funding for organizations working on intervention.	👉
Support for Survivors	Empower the community based organizations to do this good work.	
	Giving treasure, sharing time, sharing ties and networks. Giving doesn't have to be just money.	
	Companies can be doing education and awareness work at the same time as donating to needed supports.	
	Impacting one life at a time by investing in supporting survivors.	
	Can you create a liaison for survivors exiting to explore career paths and training to rebuild their life and strengthen financial empowerment	
	Identifying survivors needs, not defining their needs for them, working with their needs and interests and moving away from prescribing support.	
	Asking organizations how companies can approach being a resource for job and career training program, Commitment to being a resource for organizations for job training, mentorship etc. <ul style="list-style-type: none"> - Based in organization service plan, need an organization to coordinate this. 	

Forsaken report: <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/about-bc-justice-system/inquiries/forsaken-es.pdf>

NWAC report: https://nwac.ca/assets-documents/Issues_in_Human_trafficking_and_MMIWG2S.pdf

For each step, have a code of conduct

Who	Ways the HTN can contribute to actions	
Prevention	Provide training to some of the corporate partners on what trafficking looks like - <ul style="list-style-type: none"> - Ensure that it is accessible for all types of learners (reports, videos, speaking, other) - Ensure in other languages as well (library of options with other languages to use) - Get "not in my city" training to work behind security in YVR (e.g., get license as truck Driver, have to have this training - mandatory to be trained in HT in corporations - Training on evaluation metrics - can you change one life? One person's life is important to save 	
	Identify entry points for different corporations (and how to make it harder for trafficking to take place)	👉
	Raise awareness about the funding needs (so you don't do more harm than good, leading people to dead ends, need 10 years of funding to be meaningful place to go)	👉 👉
	Identify what resources are working and ensure there is awareness of them so they can continue to be supported	👉

Who	Ways the HTN can contribute to actions	
	<p>Fund a trip to remote locations for training (e.g., Fort St. John, Kitimat, Terrace, Prince Rupert, HT routes) -</p> <ul style="list-style-type: none"> - collaborative effort for not for profits - speak to FN, Schools, PACs, hotels, taxi drivers, small airports, municipalities, mayors, councils - anyone working with children, youth and vulnerable people - to educate them on it, how to recognize, warning signs for being groomed - Make sure there are resources there, partnerships in place, hand off disclosures so can be dealt with when trainers leave - Identify where it is safe to go, or where we have to build capacity, know what communities you are targeting so don't do more harm than good, or duplicating what is out there 	👍 👍
	<p>Establish granting guidelines for corporations to adopt - they can allocate profits to these areas; encourage corporations to establish - then Supporting collaborative work between organizations so they can choose what element they want to tackle, need someone with knowledge of philanthropy so granting sensibly (with links to funding)</p> <ul style="list-style-type: none"> - This can be in prevention, intervention and support for survivors - For how to do this work safely and effectively for funders, and suggestion for how to allocate funds, (on individual scale vs. collective). Encouraging corporations to establish granting guidelines, have someone who has a philanthropy/trust based philanthropy background. 	👍
	<p>Create a website to share what different corporations are doing - what are they doing that can inspire other sectors to also take part</p> <ul style="list-style-type: none"> - Include organizations in different regions and provinces. - Funded, website where the network and those working individually can share current projects and works. - Ensure that resources are accessible for diverse audiences - resources available in various formats for listening and reading and watching, language accessibility. - Education on the use of technology social media for parents big changes over the generations 	👍 👍 👍
	<p>Look at your policies to ensure you are not contributing</p> <ul style="list-style-type: none"> - E.g., Make sure they are a living wage employer - Mandate employees are trained in HT, and parents can also benefit (not just one and done) - Should be in corporate manual - have to repeat it every 3 years (like first aid) so it stays top of mind and is current, so actively keeping kids safe and reaching more parents - Be part of 5 year renewal for truck drivers 	👍
Intervention	<p>Help corporations - where do they see themselves coming in (e.g., Shell may have more work in this area to make it harder to take place in the first place, and protecting those who can't get out; some others can pick their entry point - can't tackle every element)</p>	

Who	Ways the HTN can contribute to actions	
	Create a space where men's groups can come together to talk and act (e.g., White Ribbon, MHC, TAT)	👍
Support for Survivors	Support an organization that does the frontline working /has the experience to support survivors (example from our group discussion) Support for long-term initiatives Providing employment opportunities to survivors	👍
	Funding for Education for survivors <ul style="list-style-type: none"> - Low barrier funding for education supports, resume building, training, work placements etc. (ex. Microsoft training offered by microsoft) 	
	Coordinated supports for retraining/skills and career opportunities <ul style="list-style-type: none"> - directed by survivors ex. What do you want to do? Supporting them to get there. <ul style="list-style-type: none"> - Mentoring, training, job shadowing, employment opportunities - What not to do: Ensure story telling doesn't re-exploit (change name, change details so don't know it's about them - still tell compelling story) - Helping a few survivors long term is still a huge win. - Requires flexible evaluation metrics - All companies can provide low barrier training, education supports, etc. (ex. where the success story is that this one person is now a manager at telus) - Requires a framework for assisting survivors - not re-exploiting individuals for corporate PR, finding a way to be discreet, while still being able to show that they are providing these supports (ex. Changing name, changing details, while still telling a compelling story) 	
	Ask companies how they would like to have support - who do you wish you could call up and why? (hotel room, show job options, career training program? Ask how they would like to be supported for career opportunities	
Prevention	Prevention starting in-house within organizations , investing in a review of organizations (policy, code of conducts, training and education of staff), internally training and mandating organizations to invest in education and training. Deciding which organizations are doing the work and investing in key supports , donating the money. <ul style="list-style-type: none"> - Providing a list of organizations for companies to look to for education and awareness support. Recognizing companies will engage at different levels, keeping flexibility in our recommendations.	
	Investing in an inside out challenge , checking for compliance, review of code of conduct, safe workplace policies, etc. Then based on gaps can recommend organizations to support in improving internal policies (pointing to resources). should result in a set of voices to amplify, key issues to support in the community, and building awareness campaigns. Creating a tangible inside out challenge and recommending organizations to report back for accountability. (Creating an inside out (internal review) checklist).	👍 👍 👍

Who	Ways the HTN can contribute to actions
	<p>Investing in education for general awareness, education for men and boys.</p> <p>Creating a list of organizations to invest in, supports that already exist.</p> <ul style="list-style-type: none"> - Ex: Investing in men's role in prevention (focusing in on masculinity and men as a root cause of human trafficking) <p>Moosehide</p>
Intervention	<p>Step one: (For Group): Creating a list of organizations who are doing the work (network creating a list, and putting companies to task in adding to the list)</p> <p>Step two: Point orgs to invest in key organizations working in intervention.</p> <ul style="list-style-type: none"> - We have people intervening (youth workers, PLEA, education organizations etc). All organizations struggling for funding. <p>Creating a list of expertise in different areas.</p> <p>Fostering long term impact by committing to ongoing, multi year funding. Pooling resources, limiting the one-time funding.</p> <ul style="list-style-type: none"> - Leveraging networks to encourage companies to commit to long term funding. - Sharing a model of how to foster long term impact with other companies. - Opportunity for pooling money. - How can we look at the needs of organizations in the community and support them. <p>Long term funding opens up possibilities and reach expansion for organizations.</p> <p>Looking at other provincial funding models to show possibilities for funding, demonstrating the opportunities.</p>
	<p>Develop model corporate giving policy.</p> <p>Pitching funding challenges to the private sector</p>
Support for Survivors	<p>Who can we talk to to recommend donating to survivors? Starting a fund for resources and support for survivors.</p> <ul style="list-style-type: none"> - Donating airfare, bus passes, hotel rooms. - Phones, laptops (telus mobility, marriott hotel program). - Food. <p>Can telus health commit to free sessions.</p> <p>Companies can donate needed things</p> <p>Example: shell gets new laptops all the time, can we repurpose them? 👍 👍</p> <p>What can organizations within the network commit to donating.</p> <p>Tangible in-kind donations</p> <ul style="list-style-type: none"> - Marriot donating hotel rooms - Telus donating free counselling - Translink donating bus passes. <p>Companies providing jobs for survivors.</p> <p>Companies investing in training, skills lab career opportunities for survivors.</p> <ul style="list-style-type: none"> - Certifications, resume building opportunities, higher education.

Who	Ways the HTN can contribute to actions	
	<ul style="list-style-type: none">- Training on microsoft proficiency- Job visit and shadowing program across all industries, depending on interest of survivors. <p>Mentoring</p>	