



NL Coalition Against Human Trafficking Inc.

**Conference
Report for
April 7th-9th, 2014**

The
Global
Slave
Trade
in
NL



June 2014

FORWARD AND ACKNOWLEDGEMENTS

A Human Trafficking Conference: The Global Slave Trade in NL is a project of the NL Coalition Against Human Trafficking Inc. Work began on this conference approximately a year ago with the formation of a Conference Planning Committee comprised of individuals representing member groups of the Coalition.

In keeping with the Coalition's Mandate, the objective of the Conference was to educate and inform the community about human trafficking and identify the partnerships that are essential to address this modern day form of slavery. The audience targeted for this event included: law enforcement personnel – front line officers, investigators, inspectors and staff sergeants; government and non-government agencies and departments – social workers, victim services, prosecutors, policy advisors, front-line health care workers – sexual assault nurses; community –based organizations; and faith communities.

Approximately 120 people participated in the conference, including guest speakers, presenters and planning committee members. The gathering of this many people, representing a multitude of organizations, is a testament to the timeliness and interest in human trafficking in this province.

We want to acknowledge the special contributions of many people and organizations, who not only made this conference possible, but also contributed greatly to its success.

Thank you to our Planning Committee members whose tireless efforts brought our dream to a reality:

- Dolly Sweetapple, Eastern Area Director/Provincial Liaison, The Salvation Army NL Division Correctional & Justice Services
- Lil Simms, BSW, Community Representative
- Sister Margie Taylor, RSM – Sisters of Mercy
- Sister Emma Rooney, Presentation Sisters
- Sister Mary Tee, RSM , Coordinator – Mercy Centre for Ecology and Justice

FORWARD AND ACKNOWLEDGEMENTS—CONTINUED

- Constable Monica Murphy, Royal Newfoundland Constabulary – Criminal Intelligence Services NL
- Sharon Snow, NTV – Marketing and Communications

Thank you to our financial funders:

1. United States Consulate – Halifax, NS (Ottawa)
2. Provincial Advisory Council on the Status of Women NL
3. Sisters of Mercy – St. John's

Thank you to our donors for the Silent Auction:

- Coalition Members
- Michele Renouf for her personal art work
- Special thanks to Sister Margie Taylor for her many donations



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CONFERENCE PREPARATION

The Global Slave Trade in NL is a project of the NL Coalition Against Human Trafficking Inc. Work began on the conference a year before with the formation of a Planning Committee of representatives from the Coalition.

The objectives of the conference were to educate and inform members of the Coalition and the community about human trafficking and to identify the partnerships essential to address this modern day form of slavery.

The Conference Planning Committee decided to develop an agenda that identified the face of human trafficking and to provide education around the indicators as well as training for law enforcement/ investigators on the front line. The balance between the presentations was intentional to inspire the participants and to participate in discussions to have insight on current community services. Accordingly, presenters were invited from the United States (Buffalo, NY), Canada (Ontario), and from our own community (St. John's). The purpose was for them to describe their situation/insight and to offer a variety of solutions that have worked well for them and to identify lessons learned. By starting a dialogue about Human Trafficking between governments and front line service providers, the event was intended to begin the process towards the collaborative development of a human trafficking response network in our community.

CONFERENCE PARTICIPATION

The audience targeted for this event included law enforcement – front line police and peace officers, investigators, inspectors and staff sergeants, government and non-government agencies and departments – social workers, victim services personnel, prosecutors, policy advisors, front line health care workers,- sexual assault nurses, community based organizations and faith communities.

CONFERENCE PROCEEDINGS/HIGHLIGHTS

In the short period of two days, it is impressive that so many comments/ideas came from the participants who attended. Delegates and presenters expressed their views openly and honestly, which reflects the goodwill and positive energy everyone brought to the conference.

Welcoming Participants – The conference was opened with welcoming remarks by Dolly Sweetapple-Chairperson of the Coalition. Greetings came from His Worship Dennis O’Keefe-Mayor of St. John’s; Chief of Police William Janes-Royal Newfoundland Constabulary; Assistant Commissioner Tracy Hardy-Royal Canadian Mounted Police and The Honourable Felix Collins-Attorney General, Government of NL. Frances Ennes was the emcee and conference reporter. The Honourable Joy Smith delivered a keynote address.

In addition to the keynote address, there were four presenters. The following points were identified:

1. Educate ourselves by reading literature such as “Invisible Chains” by Benjamin Perrin; educate others at schools, churches, community areas. Report all suspicious activity to the local police or Crime Stoppers. Advocate and work together.
2. Continue to do research on the issue with people who are directly involved and use that information to provide opportunities for those who are directly impacted to empower themselves and to educate those who need to understand the complexity of the issue.
3. Always provide the ability to communicate – a translator is essential to seeking help for victims and their trusting the helper. Have good relationships with Citizenship and Immigration and Canada Border Services – this goes a long way in helping victims deal with immigration issues and successfully navigate through these systems. The need to contact family is intense – make this happen. For police officers – know the law.
4. From the youth perspective, we need to stop using the word ‘prostitute’, especially when referring to youth who are victims of sexual exploitation or human trafficking.

5. Ultimately, this is about victims. About making them comfortable enough to tell their story. Be a good listener, look for subtle clues – this is about learning how victims get where they are – and finding out where they want to go.

CONFERENCE OUTCOMES—NEXT STEPS

During the course of the conference, participants were invited to complete evaluations after each session. As a result of those evaluations and conference discussions the following action plan has been developed.

1. To provide a morning or afternoon session for the purpose of continuing the discussions initiated at the conference; a venue is currently being explored.
2. Sub-committee to develop training for the police; RNC Chief, Bill Janes, approved initiative and all RNC and support staff to complete training by June 2015; (Exploring possibility to include RCMP-pending confirmation)
3. Poster Campaign– to provide posters in several languages for the purpose of possible domestic human trafficking victims.
4. Sub-committee to solicit funding from both provincial and federal governments to enable us to carry out this work.

MOVING FORWARD SESSION-ROUND TABLE DISCUSSIONS

The purpose of this round table discussion was to build on the previous sessions by taking time to focus on how the things learned were applicable or could be better integrated into the local reality. The session began with brief presentations by Constable Monica Murphy (RNC), Corporal Greg Ford (RCMP) and Malin Enstrom (PHD candidate in Criminology). Each talked about human trafficking from their respective work related positions. As well, they noted the importance of continued work in this field and of moving forward through collaborative efforts among all who are involved.

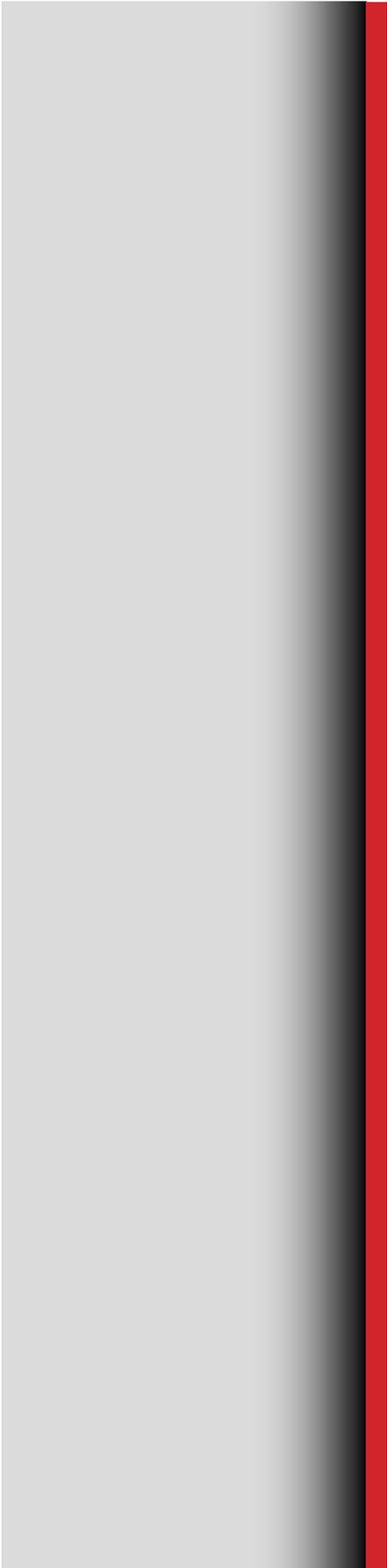
Participants were then invited to discuss the following questions at their tables:

1. How are victims recruited and controlled?
2. What could we offer to potential victims prior to the reporting stage?
3. Do you think NL is susceptible to human trafficking? Why or why not?

See Appendix C for the outcomes.

APPENDIX A

Participants List



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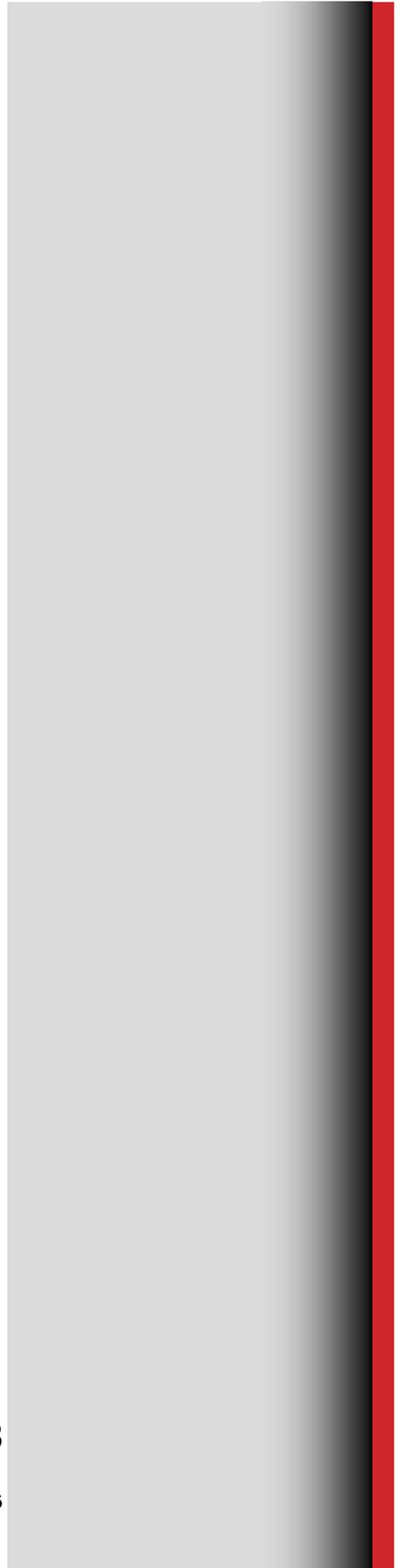
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APPENDIX B
Presenters Notes



CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS

Honourable Joy Smith
Member of Parliament
Ottawa, ON

In her presentation, the Honourable Joy Smith, set out to share her personal involvement in the issue of human trafficking, how and why it came about and what she is currently working on in this area. In an effort to dispel the myths that human trafficking only happens in other countries and that people who are victims are only from other countries she provided information about the extent and types of cases that have gone through the courts since 2006 or are currently being worked on. In addition, Ms. Smith identified provinces that are considered “hot spots” of human trafficking in the country and the types of known human trafficking that takes place here. She concluded by talking about what else needs to be done to address the issue including continued work towards implementing the Nordic Model and all that implies along with education, awareness and support programs for victims.

She said: “Many young girls and women are being charged as prostitutes. The last thing they (victims) need is a criminal record. We are not doing it right. We need to look at and adopt the Nordic Model where their supreme court struck down offences and charged those running “Bawdy Houses” who are living on the avails of prostitution, and those individuals who are buying these services.”

Ms. Smith acknowledged that human trafficking is not easy to be involved in as a politician, an activist, and especially as a victim. She talked about a woman who testified against her perpetrator. There was a mistrial and the case had to go for retrial. The woman was feeling trapped and in danger. She went to a local pharmacy and stole from there in order to be picked up by the police so that she could get out of the situation.

Ms. Smith says human trafficking is...modern day slavery! It happens here in Canada noting the 20th Anniversary edition of Sun Media that included part 1 of a 4 part series “Special Report on Human Trafficking: Our Hidden Trade in People.”



CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS—CONTINUED

Her involvement began when her son, Corporal Edward Riglin with the Virden RCMP Detachment, became an investigator for child pornography. She talked about the human connection and recounted some of her son's experience as an investigator the impact it had on him. She began working with victims, and her whole life changed, as she began to hear their stories and understand their situations. The first victim she met was 14 years old. She was found handcuffed to a bed, where she was left to service men. "Burned in my memory is her hand with long delicate fingers." By her own admission, Ms. Smith didn't handle it well and was appalled because victims generally wouldn't talk to police.

There are two main forms of human trafficking that exist in Canada: Forced Labour which includes nannies, live-in care givers; agricultural or construction workers; and Sex Trafficking including prostitution, massage parlours and stripping.

Much of Canada's forced labour includes cases of international victims. Citizenship and Immigration Canada (CIC) began issuing Temporary Resident Permits (TRPs) to potential victims of human trafficking in May 2006. The following statistics from May 2006 to December 2012 provide an overview of the cases during that time:

- ◆ 212 TRPs were issues to 89 foreign nationals;
- ◆ 24 of these victims were male, 62 were female, and 3 were minor dependents of adult victims;
- ◆ 64 were victims of trafficking for labour exploitation, 8 were victims of trafficking for sexual exploitation, 3 suffered combined labour and sexual exploitation, 1 reported another kind of abuse, and 3 were minor dependents of adult victims;
- ◆ the countries of birth for these people were: Thailand (30), the Philippines (12), Moldova (10), Mexico (9), Hungary (8) Other (20);
- ◆ in 2012 a total of 26 TRPs (13 initial and 13 subsequent) were issued to 24 victims.

Human trafficking is the number one organized crime. Several organized crime syndicates and family based networks recruit girls to trafficking inter and intra provincially. Middle class females between ages 12-25 are regularly recruited by male peers. They are controlled and become vic-

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS

tims by direct and indirect forms of coercion such as being raped or assaulted, and threats of violence against family members. The earnings from one victim can range from \$300-\$1500 a day.

Hidden Abuse – Hidden Crime was released in June 2010. This extensive study on domestic trafficking of children and youth in Canada was commissioned by the RCMP. It revealed that among Canadian youth, those who are runaway children, unwanted children, youth living independently, and youth soliciting clients through the internet, were most susceptible to human trafficking and exploitation. It also found that First Nations youth, who had left reserves and their peer supports and had moved to urban areas, were especially vulnerable to sex trafficking.

Cases of “modern slavery” in Canada from 2008 to present

2008

Toronto ON: Imani Nakpangi enslaved 14 and 15 year old girls in prostitution making over \$400,000.

Montreal QC: Michael Lennox Mark trafficked 17 girls, procured 3 others and coerced them into prostitution.

2009

Ottawa ON Gatineau QC: Laura Emerson kept 3 women enslaved and drugged for prostitution.

2010

Burnaby BC: Man charged with human trafficking in what police described as a sex slave ring.

Milton ON: Man charged with abducting, gang raping and forcing 17 year old girl into prostitution.

Toronto ON: Man charged with luring 17 year old girls into prostitution.

Hamilton ON: 20 Hungarian men rescued from forced labour.

2011

Vancouver BC: Man charged with trafficking 4 teenage girls in Vancouver for sex.

Ottawa ON: Man charged with starving a 17 year old Windsor girl into prostitution.

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS—CONTINUED

2012

Reports from Montreal indicate seven out of 10 youth, who live on the street, will be victims of sexual abuse or exploitation.

Reports that 3000-4000 youth in Quebec are being trafficked and a girl from Quebec sells for average of \$6000 in Ontario.

2013

Vancouver BC: Man convicted of trafficking Filipino nanny into forced labour.

Calgary AB: Man faces charges of human trafficking after keeping a women captive for 3 weeks.

London ON: Couple facing human trafficking charges.

2013/2014 – Project Home for Christmas – York Police

- ◆ there have been 10 arrests with perpetrators facing 95 charges;
- ◆ only 10% of girls are from the York area, others were from other parts of Ontario, Quebec and Newfoundland and Labrador;
- ◆ 30% of the girls were under 18 years of age.

2014 – Operation Northern Spotlight – Multiple Agencies

Those involved included:

- ◆ 180 officers and/or support personnel;
- ◆ 26 police services, from Calgary AB to St. John's NL;
- ◆ 32 towns and cities;
- ◆ 333 females interviewed and offered support;
- ◆ 3 females, 15 years of age, rescued;
- ◆ 25 suspected human traffickers identified;
- ◆ 8 arrests / 28 charges.

Secured Human Trafficking Convictions as of December, 2013

- ◆ 50 cases where human trafficking and/or related convictions were secured.
- ◆ 97 individuals were convicted of human trafficking and/or related offences (i.e., forcible confinement, sexual assault, procuring, conspiracy, participating in a criminal organization).
- ◆ 2 of the cases were trafficking for forced labour.
- ◆ Sentences for these convictions range from 1 day to 9 years imprisonment. In addition, one company was fined \$215,000.

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS

On going Cases

- ◆ About 80 cases are before the courts in which charges under human trafficking-specific or related Criminal Code of Canada (CCC) and Immigration and Refugee Protection Act (IRPA) offences have been laid, involving at least 128 accused and 122 victims.
- ◆ Over 90% of these cases involve domestic trafficking; the remaining involve people brought into Canada from another country.

Human Trafficking Hot Spots and Corridors

Research and Police investigations have shown hot spots and corridors commonly used to traffick girls. They are:

- ◆ Halifax – Montreal – Toronto – Niagara;
- ◆ Vancouver – Edmonton/Calgary – Winnipeg – Thunder Bay;
- ◆ Las Vegas and Florida are common destinations for girls trafficked from Canada.

Strong Laws are Key to Helping Victims

Ms. Smith says that ensuring swift and certain punishment for traffickers is essential for the protection and rehabilitation of victims. She maintains that victims are afraid to testify against their trafficker, and knowing that traffickers will receive meaningful punishment can provide them with hope and a sense of security. The following are some initiatives she has taken as a politician.

Introduced Bill C-268: Child Trafficking Offence in 2009

- ◆ Prior to that Canada had no specific penalties for child trafficking. For example, Imani Nakpangi, who enslaved 14 and 15 year old girls for prostitution, received 3 years and was credited 13 months for pre-trial time. Michael Lennox Mark, who trafficked 17 girls, procured 3 others and coerced them into prostitution, received 2 years and was credited 2 years for pre-trial time.
- ◆ These sentences represent a monumental failure of our criminal justice system and demands Parliamentary intervention.
- ◆ Bill C-268, which proposed mandatory minimum sentences for trafficking a minor, received Royal Assent and became law [Section 279.011] on June 29, 2010.

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS—CONTINUED

Introduced Bill C-310, in 2011

- ◆ Enhances the current definition of exploitation in the trafficking in persons offence;
- ◆ Allows Canada to prosecute Canadians or permanent residents who travel abroad and engage in human trafficking;
- ◆ Bill C-310 was given Royal Assent and became law [Section 7 (4.11) and Section 279.04] on June 28, 2012.

Proposed a National Action Plan to Combat Human Trafficking

- ◆ In September 2010, *Connecting the Dots* was released. This proposal for a National Action Plan included recommendations under the following sections:
 - ⇒ Prevention
 - ⇒ Protection
 - ⇒ Prosecution
 - ⇒ Partnerships
- ◆ On June 6, 2012, the Canadian Government launched a National Action Plan to Combat Human Trafficking that included a budget of \$25 million over four years.

Anti-Trafficking Collaboration in Canada

- ◆ Canada has a Human Trafficking National Coordination Centre (HTNCC) at the RCMP Headquarters in Ottawa.
- ◆ The Centre works in partnership with domestic and international agencies to:
 - ⇒ develop an extensive network of partnerships;
 - ⇒ monitor investigations from a national perspective;
 - ⇒ facilitate the central processing of requests from international law enforcement agencies; and
 - ⇒ provide intelligence to domestic law enforcement.

Challenges in Fight Against Sex Trafficking

- ◆ Allows Canada to prosecute Canadians or permanent residents who travel abroad and engage in human trafficking;
- ◆ Demand for commercial sex has been ignored.
- ◆ Need to implement Nordic Model.
- ◆ Countries that have legalized and regulated prostitution have seen sexual exploitation, human trafficking and violence towards women

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS

and youth increase drastically.

- ◆ In contrast, countries that have adopted the Nordic Model of prostitution have seen a marked decrease in street prostitution and sex trafficking.
- ◆ The Nordic Model of prostitution is also widely supported throughout Canada by police officers, faith groups, women's organizations, First Nations, and victim support groups.

The Supreme Court of Canada (SCC) struck down several offences, listed below, and has given Canada until December 19, 2014 to enact new laws. These offences are:

- ◆ Bawdy houses (section 210) Cr. C., prohibits keeping, being an inmate of, or found in a bawdy house.
- ◆ Living on the avails of prostitution (section 212(1j)) Cr. C., prohibits living in whole or in part on the earnings of prostitutes.
- ◆ Communicating for the purposes of prostitution (section 213(1)c) Cr. C., prohibits communicating in a public space for the purpose of engaging in prostitution or obtaining the sexual services of a prostitute.

Ms. Smith believes the tipping point will be instituting the Nordic-Abolitionist Model which operates from the premise that prostitution is exploitative and not a business. The Nordic Model adheres to the criminalization of johns and pimps who exploit prostitutes (clients and third parties), and to the decriminalization of prostitutes/trafficked victims (Sweden, Norway, Iceland, Israel, France, European Union).

In addition, she believes that we need programs to assist women and individuals to leave prostitution, and that we need a national awareness campaign on the harm of prostitution.

What Can We Do?

- ◆ Educate ourselves by accessing and reading literature such as: *Invisible Chains* by Benjamin Perrin and/or watching documentaries on human trafficking.
- ◆ Educate others in small group discussions at schools, churches, etc.

CONNECTING THE DOTS: NATIONAL OVERVIEW TO ANTI-HUMAN TRAFFICKING EFFORTS – KEYNOTE ADDRESS—CONTINUED

- ◆ Contact her office for a Human Trafficking Resource Kit
joy.smith.a2@parl.gc.ca
- ◆ Men be a positive role model to younger men.
- ◆ Write to elected officials in the country, the province and in our cities.
- ◆ Report all suspicious activity to your local police or to the Crime Stoppers Hotline: 1-800-222-TIPS (8477).
- ◆ Support local and national NGOs that rescue victims and/or raise awareness.
- ◆ Advocate and work together!

TRAFFICKING, STIGMA AND AGENCY: LESSONS FROM THE INTERNATIONAL STAGE AND CAUTIONS FROM THE LOCAL SCENE

Laura Winters
PhD Candidate
University of New Brunswick

In this presentation Ms. Winters highlighted the marginalization of sex workers, and explored stigma as it relates to their human rights. She also provided an overview of international literature around human trafficking, and talked about the types of advertisements used by the "helping industry" which, though well intended, often serve to re-victimize. Ms. Winters concluded by outlining how this information is relevant for our local situation, what lessons we can learn from the global piece to help address our unique challenges in Newfoundland and Labrador.

Definitions and Language

The definitions section aims to differentiate between sex work, sexual exploitation, and human trafficking. What we can do individually and how we can frame the issue locally. In the industry there is usually an exchange of money. It also includes pornography, and as of late the industry has been receiving a lot of media attention.

It is important to note that sex work also happens without exploitation. Therefore, we must listen to what people with experience have to say about their needs to ensure a safe working environment for them. Without this we are missing an important voice. Above all, we have to keep in mind that we are talking about people who have hopes and dreams, who love and are loved.

Language is a critical factor in how we view sex workers, and how they absorb or internalize society's view of their work. How we use language has a severe impact on people's ability to move in and out of the sex trade industry and become equal players in our communities and in mainstream society. The word prostitute, for example, is loaded with our biases and prejudices, and our notions that 'fixing' is needed and what that fixing should look like.

Child prostitution implies the person had or has some control over the situation. It is in fact, sexual exploitation. Trafficking is a cultural construct



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that comes from a sense of moral panic in the world. Is it a useful term? Does it help? Do we even need to use the word trafficking?

Confusing sex work and trafficking will have a negative impact on the value of public policy because all people are grouped with the same experience. There are people in the industry who are victimized and those who are not. Each person's needs are unique. Yet all are under the one umbrella. This amounts to playing with human rights and does not allow for or enable specific and creative interventions for specific people.

What is lost with this approach is an understanding and appreciation of what it means to be a victim. Victims are exploited, and exploitation means no control, no choice.

Social Stigma / Prejudice

Social stigma is the extreme disapproval (or discontent with) a person or group on socially characteristic grounds that are perceived, and serve to distinguish them from other members of society.

In Erving Goffman's theory of social stigma, a stigma is an attribute, behaviour, or reputation which is socially discredited in a particular way. It causes an individual to be mentally classified by others in an undesirable, rejected stereotype, rather than in an accepted, normal one.

Goffman, a noted sociologist, defined stigma as a special kind of gap between *virtual social identity* and *actual social identity*. He developed the categories:

the stigmatized, the normals, and the wise.

Stigma and prejudice lives in our brains. It is hard work for the brain to differentiate between prejudice notions and those that are not. We all fall into prejudiced notions because that's the easy way for the brain to work. We have to rethink or reprogram our brain to reconstruct notions we have about a trafficked person, for example. That is why putting labels on people does not serve them well because our labels are laden with our view of what the word(s) mean. In labelling people we can and often do re-victimize them.

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Sexual Stigma/Sexual Stratification: Gayle Rubin

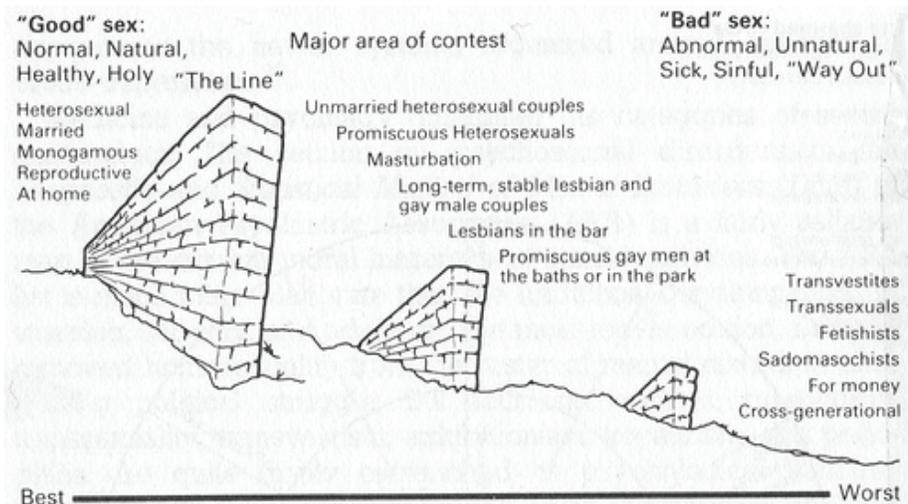


Figure 2 The sex hierarchy: the struggle over where to draw the line

The sex hierarchy figure above shows how what is considered as "Good" and "Bad" sex is dispersed across a continuum. It identifies "normal/natural" or good sex, shows "the line" that crosses over into uncertain territory, along with the next line that when crossed over brings us to "abnormal/unnatural" or bad sex.

As a society we struggle where to draw the line. Yet, there is a range of sexual experience among people in any group including those in this room, and a range of experience with regard to control of our sexual history. People involved in the sex industry also have a range of experiences, along with a range of individual controls over these experiences.

People especially feel the weight of stigma when they engage in sex for money. We/society might not say it like that but we do know those thoughts exist. This creates a major barrier when we operate from the notion of "how do we help make 'them' feel like everyone else." They feel the weight of being "not like others."

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The International Scene

Question: How has the issue been framed internationally?

Answer: Conflated with “prostitution”.

So how does this impact how the issue is represented?

Advertisements...are all about shock value...even one’s from organizations who aim to address issues of victimization and exploitation. We need to think about what these ads say, how they portray women, and recognize that many are mildly pornographic.

These types of ads/posters can create more problems for victims because they objectify women and give negative messages. Messages that say things like: women are no more than pieces of “fresh meat” jammed in a tray to be used for someone’s satisfaction and discarded. These kinds of ads do not recognize or even imply there is a life after, they sometimes glamorize the situation, and they are generally erotic.

While there is good intent and there is definitely “shock” value, these types of ads can be harmful. We need better ways to advertise that represent a more informed understanding of the complexity of the situation people are in. If ever there was an occasion not to objectify women this is it!

As well, we need to be mindful of the way we construct the issue socially by introducing emancipatory discourse. None of the women who participated in the research (by Laura Winters) want to be saved, nor do they always see themselves as victims. We need to include empowerment as a major piece of the work because without it, we move to “rescue ministry” to change “their” life.

We “the helpers” can do this by paying more attention to the voice of victims regarding their needs and realities, and their interpretation of their needs and realities. We have the ability as a movement to define and make decisions about “their” lives, which often means “agency” is lost for victims.

Addressing Stigma in Advertising

“In doing my research,” said Ms. Winters, “I was often made to feel as if there was something morally wrong with the work I was doing, which

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made me feel like crap. Imagine what sex workers would feel like.”

Too often people directly affected are not consulted. We need to continually ask in our work: how do we best represent sex workers? We also need to find ways to hear the voice of sex workers to ensure our well meaning actions do not have unintended consequences that will re-victimize.

There is a cautionary note, however, and that is around telling people’s stories because that can verge on voyeurism. We must remember that people are much more than their “sex” related stories and we should not reduce them to a single entity.

A perfect example of how that happens is described below in the excerpt from “At What Cost: The Road to Anti-Trafficking is Paved with Good Intentions” from a blog by Rachel Lloyd, Executive Director at GEMS, New York.

“Today I was humiliated. Publicly. It was at an anti-trafficking event where I was presenting to over 100 law enforcement and I’d just finished a solid, engaging presentation that acknowledged the fact that I was survivor but that didn’t go into details about my ‘story’, concentrating instead on the issue itself, how far we’ve come and how far we still need to go.

Grasping me by my hand and framing it with, “what Rachel didn’t tell you was” the host inexplicably felt the need to fairly graphically describe my past including my ‘multiple rapes by multiple men’....His closing remarks had taken what had been a successful event, and at least for me, and likely other survivors of sexual violence in the room, completely tainted the experience.

I’d love to just put this incident down to just some random, ignorant jerk. But I can’t, because he’s actually one of the ‘good guys’, an ally, someone who’d worked hard to organize the event to bring more awareness about the issue, someone who ‘meant well’...

I’d also love to say that this was a rare occurrence, that these incidences for me and other survivors are few and far between. But I can’t. Because they’re not....” (www.canadianwomen.org/blog/what-cost-trafficking)

This is a pattern in the movement that needs to be addressed. It lacks

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good judgement and it is thoughtless. There is a constant level of damage being done by allies, those on our side. Awareness at any cost is more harmful than helpful.

Victims need to be treated as people, to be loved and accepted as part of society.

Decriminalization

To criminalize equals a criminal record and the stigma associated with having a record. Decriminalization can offer the opportunity for those impacted to be viewed as members of “mainstream society” rather than as criminals.

Talking to sex workers provides an understanding about the importance of knowing all sides of the issue. There is an impasse around creating new laws and policies about sex work because those making them often start from a notion that sex work is wrong. Therefore, the laws/policies may not and often do not work for those on the ground.

Sex workers have identified some problems to their safety with the offences that were struck down by the Supreme Court of Canada (SCC) and scheduled to be enacted in new laws in December 2014. For example, the offence that prohibits working out of a bawdy house forces women into the streets where there is often less protection for them, more potential harm and outright physical danger. Similarly, the offence that prohibits communicating in a public space for the purpose of engaging in prostitution means that sex workers have less time to negotiate things like safety requirements and pay. These are very real concerns expressed by sex workers.

Lack of understanding can create the context to re-victimize. It is not enough to have a “good heart” but next it is important to talk to those exploited to find out from them what will/will not work for them. The real experts are those who have been through it.

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What does this mean for the local scene?

Don't expect "perfect victims." Just like the rest of society each one comes with his or her story that dictates how they frame the world and how they function in it.

Do expect to engage with real people living with complex circumstances and situations, who may or may not be open to change, but who definitely have a whole host of skills and strengths, and who come with an understanding of their story. We must respect that. We must also provide safety for them to do what they do, being there to provide what helps keep them safe.

How to proceed locally?

- ◆ Work out of the harm reduction approach.
- ◆ Recognize that experiential voices – need to be at the table to be part of making policy and creating supportive services – and work to make that happen.
- ◆ Separate sex work and trafficking – the needs are different.
- ◆ Work on stigma reduction through education and awareness.
- ◆ Listen to people who are involved; celebrate them for the people they are, not for their story.

Continue to do research on the issue with people who are directly involved and use that information to provide opportunities for those who are directly impacted to empower themselves, and to educate those who need to understand the complexity of the issue.



PROJECT OPAPA – INTERNATIONAL HUMAN TRAFFICKING

Constable Lepa Jankovic
Serious and Organized Crime Unit
Hamilton-Niagara RCMP

Constable Jankovic was the lead investigator for the International Human Trafficking Project OPAPA. She began her presentation by telling a little about herself, and how she became involved in police work. She followed that with an overview of Project OPAPA, which has become known as the largest human trafficking investigation in Canada.

Prior to her police work, Constable Jankovic had been working as a bartender. This was a place where the other women generally wore more revealing clothes than she did, and for this reason, Ms. Jankovic was often referred to as the “undercover cop.” She realized this job wasn’t a good fit when she was asked to train 20 Ukraine women as strippers. That’s when she decided to become a police officer.

Project OPAPA involved 23 male victims who were exploited in the labour industry. They came from Oppa, a small village in Hungary. The traffickers were from the same country, had extended family members still there and could speak the language. The victims were lured with the promise of good employment, good wages and paid travel costs to Canada.

How did it come down?

In Hungary: Man has no job, he needs money. Friend tells him he can get him a job in Canada. Friend gets him a ticket. Another friend wants to come. They get passports at the airport, are given a letter of invitation to enter Canada, and told if there’s trouble, just say “I am a refugee”.

In Canada: Trafficker meets them at the airport, takes their papers. Brings them to the basement of a house, two men are already there. Next morning traffickers take them to immigration, to the bank, and to the welfare office where they translate while the new residents fill out appropriate forms and open accounts. Traffickers took the documents so they wouldn’t get lost.

We (RCMP) get a call to say a lot of men are going in and out of the same addresses. Target Resident #1 - went to house to see what was going on, 6 men coming out of the basement, going to work, coming back again.

PROJECT OPAPA – INTERNATIONAL HUMAN TRAFFICKING CONTINUED

The family upstairs were doing all sorts of family things, but the 6 men were still going to the basement. Residence has a flea market every Sunday of stolen goods.

What was really happening?

The victims were working on a construction site. They were sequestered to the basements of the trafficker's dwelling homes where they slept on mattresses on the floor. They were warned not to leave the residence. They had no access to telephones. Threats of violence were uttered and in some cases the threats were carried out.

The victims were forced to make false refugee claims and the traffickers seized all their documents including their passports. They were escorted to banks to open accounts which were taken control of by the traffickers. They were coached to make false social assistance claims, and the traffickers seized the benefits. This was a conscious coordination of organized fraud against the Provincial Government.

What resulted?

Thirty-one suspects were charged, and 13 of them plead guilty to participating in an organized crime group for the purpose of trafficking in persons. The others plead guilty to various charges such as organized crime for the purpose of fraud and theft. The Kingpin was handed Canada's largest sentence for human trafficking - 9 years in prison.

Constable Jankovic, walked the group through the case from initial hunch that something illegal was underway through to making connection with victims, gaining their trust, building the case, obtaining the search warrant, issuing the detention order and pressing charges. Of course, throughout her presentation the specifics of the case were not shared in order to maintain confidentiality.

Perhaps the most revealing component of the whole presentation was the importance of law enforcement agents to follow their instincts, keep on the trail, and find ways to manoeuvre the obstacles. Clearly, from beginning to end of this case Constable Jankovic was committed, tenacious and determined to see that justice was served. Her ability to speak several languages was a great asset.

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Throughout the presentation she addressed some questions that are often posed by the general public, within law enforcement agencies, and among the judiciary. The first being, why didn't they leave? The answers are as varied as the victims, however, there are and were similarities among this group of people that created significant barriers to their opportunities or possibilities for leaving the situation.

1. No documentation: the traffickers had taken all documents from the victims under the guise that they would be kept in a safe place. This is a common practice.
2. No trust in police: possibly stemming from experience back home, but certainly in this country they were convinced by the traffickers that the police were not to be trusted.
3. Language barrier: explaining their situation to anyone who could not speak their language was all but futile.
4. Threats: another common practice by traffickers is to threaten victims with violence, demonstrate violence against another, or threaten to harm the person's family back home.
5. No money: the traffickers escorted the victims to the bank to open accounts, assisted them to fill out all the necessary information including access codes and passwords. Then they held on to all documentation, again under the guise that it would be kept in a safe place. However, this left the victims with no access to money.
6. Don't know anyone: the victims came from another country and the only people they knew were the traffickers and the other victims they were living with.
7. Family back home: the threats of violence against family members back home was very real. Sometimes the violence was acted upon so that the victims would know the extremes the traffickers would go to keep them in line.
8. Vulnerability and Humility: all of the above served to make victims susceptible to physical and/or emotional harm, and build on a potential lack of self esteem or sense of their own importance.

Ultimately, according to D/Cst Frank BOGDAN, Hamilton Police, it seemed to boil down to "better the devil you know that the devil you don't."

TRAFFICKING, STIGMA AND AGENCY: LESSONS FROM THE INTERNATIONAL STAGE AND CAUTIONS FROM THE LOCAL SCENE—CONTINUED

It must be recognized by anyone working in the area of human trafficking, that you can't force people to leave even when you know they are victims. However, what you can do is recognize and be attentive to their needs, some of which include:

1. Translators: the ability to communicate in their first language is essential to seeking help and trusting the helper.
2. Find them a safe place: removing people from the noxious situation requires finding them an alternate and safe place to live.
3. Close old and open new bank accounts: aside from this being essential for victim's dignity and attending to their own day to day needs, it will also go a long way in gaining their trust.
4. Obtain legitimate provincial assistance: for example, in this case it was Ontario Works, but each province has its own assistance programs that victims would need help to access.
5. Immigration status: having good contacts and relations with people working at Citizenship and Immigration Canada (CIC), and at the Canada Border Service Agency (CBSA) will go a long way in helping victims deal with any immigration concerns and successfully navigate through these systems.
6. Medication, eye glasses, etc.: practical health care issues have to be attended to on an as needed basis.
7. Need to contact family: in this case the victims were denied any opportunity to connect with family members certainly in private, perhaps not at all. There was an intense need to connect with family, just to connect but also to ensure everyone was safe.
8. Issues like drinking: as with any group of people some have particular issues they are dealing with that have to be addressed.
9. Build a relationship of trust and faith: this may take on a life of its own and take a long time to do given what victims may have experienced prior to your involvement. This may take a lot of time and patience.
10. Be on call 24/7: once you are involved know that you must be accessible around the clock. Anything can happen at anytime that might require your attention.

It is also important to know the law. In this case the Immigration and Refugee Protection Act (IRPA) 2002 was significant. Section 118 (1) of the

TRAFFICKING, STIGMA AND AGENCY: LESSONS FROM THE INTERNATIONAL STAGE AND CAUTIONS FROM THE LOCAL SCENE

Act: Offence – Trafficking in Persons, says no person shall knowingly organize the coming into Canada of one or more persons by means of abduction, fraud, deception or use or threat of force or coercion. The key word here is deception.

In addition, Section 124 – Employing Foreign Nationals, and Section 126 – Counselling for Misrepresentation are also part of the Criminal Code and intended for domestic trafficking.

A search warrant was granted and it unearthed bank cards, visas, identifications, cheque books, work permits, SIN cards, CIC notices, and so on.

A detention order was issued. This was important to the case because:

1. It re-assures victims.
2. The accused loses incentive to delay.
3. A guilty plea is more liable.

R. vs. Domotor et al, January 27, 2011 Ontario S.C.J. – paragraph 73: tertiary ground is applicable to human trafficking charges.

The charges laid against the 31 suspects came under these sections of the Criminal Code:

Participation in a Criminal Organization Section 467.11 (1) C.C.

Conspiracy to Commit Human Trafficking Section 465 (1) C.C.

Human Trafficking Section 279.01 C.C.

CASEY: PREVENTING SEXUAL EXPLOITATION

Angela Crockwell
Executive Director, Thrive
St. John's, NL

In her presentation, Ms. Crockwell, set out to provide an understanding of the local context for sexual exploitation, sex trade and human trafficking activities. She introduced participants to specific risk factors and warning signs, the luring and grooming process, and ways to effectively engage with victims or potential victims. In addition, she used the content of two videos to provide insight into the lives of young people who have experienced sexual exploitation and human trafficking. *Youth Sexual Exploitation*, produced by CASEY, a coalition working to address the issue of sexual exploitation of young people was referenced in her presentation. As well, participants viewed, *Making of a Girl*, a video produced by Girls Education and Mentoring Services (GEMS) out of New York City.

Member groups of CASEY recognized the need to provide ongoing training so that people who worked in their agencies would have the necessary skills to be and feel confident in doing the work. They also recognized the need for a deep commitment to hang in there and the importance of working together to address the issue of youth sexual exploitation because it is widespread. It is happening in schools, homes, on the streets, in bars and at recreation facilities.

The Importance of Language

The importance of language, especially when we are talking about children and youth, cannot be overstated. We have to stop using words like prostitution, for example. It conjures up very negative things for victims and about victims, which serves to re-victimize them. If we use terms in a negative way and/or understand the issue to be negative, then our response follows suit. On the other hand, if we understand this to be about a child who is or has been sexually exploited, then our response to the situation is very different.

This has a profound impact on a person's ability to re-enter "normal" society – how they are viewed or how they see themselves as being viewed. It also has a profound impact on related policies and practices - how they are created, understood and implemented.



CASEY: PREVENTING SEXUAL EXPLOITATION —CONTINUED

These media statements, about young girls who have been sexually exploited, are a prime example of the importance and use of language:

“One of the two prostitutes involved in the charges was only 14 when she worked for Newman, a Mount Pearl resident. She testified that she turned over all of her earnings to Newman, and that he paid her with crack cocaine.” CBC NL April 9, 2009

“As for the alleged victims in the case, police will only say there are seven girls, aged 13-16. It is believed they either had their pictures taken in nude, were filmed for sex videos, or worked as prostitutes.” National Post February 24, 2006

One thing is very clear: we need to STOP using the word prostitute, especially when referring to youth who are victims of sexual exploitation or human trafficking.

Risk Factors and Age of Consent

Some of the factors that put youth more at risk of becoming victims of sexual exploitation include:

- ◆ lived experience of child sexual abuse,
- ◆ leaving home at an early age,
- ◆ unaddressed trauma,
- ◆ substance abuse in the home,
- ◆ experience of poverty,
- ◆ dropped out of school/suspended from school.

The Criminal Code of Canada tells us the following about consent to sexual activity and the age of consent:

- ◆ 16 year olds are able to make their own decision about sexual activity.
- ◆ 14 and 15 year olds can consent to sexual activity with someone who is no more than 5 years older.
- ◆ 12 and 13 year olds can consent to sexual activity with someone who is no more than 2 years older.
- ◆ Anyone under 18 cannot consent to sexual activity that exploits the young person.
- ◆ If sexual activity occurs in a relationship of authority, trust, or dependency it is exploitation.

CASEY: PREVENTING SEXUAL EXPLOITATION –CONTINUED

Video: *Making of a Girl*

Participants viewed *Making of a Girl*, a 7 minute video about youth exploitation. The video provided factual information about sexual exploitation, included stories by young people, and presented viewpoints from three community representatives.

The video also showed how young girls are lured and groomed for sexual exploitation purposes, what that can look like in any place including our own city and province. Once sexual exploitation happens – once the young girl steps across a line – then she feels as though she no longer belongs to “mainstream” society. This now is her life. She has become a victim, with her experience being repeated again and again.

Unfortunately, most who know her in this new life will know her as a “prostitute”.

Yet, she is part of a movement of people who are under the control of someone else, who makes money from this control. She is being sexually exploited.

Making of a Girl provides an example of how “the story” overshadows the “the person” who has lived the experience. It gives us a glimpse of the kinds of things young girls, who are sexually exploited, have to give up. Things like education, a social life, their family, just to name a few.

How they make a living now becomes their association with others. Their work mates are their peers, or their new family. Also, there can be pluses – new cloths, the fast life, a sense of community – that can help to meet a person’s needs.

Tips for Engagement

In concluding her presentation, Ms. Crockwell reviewed two handouts that provided tips for people who work with youth who have lived experience of sexual exploitation. In her review, she expanded on the information provided with examples from her own experience of working with young people.

The handouts were taken from a training manual on the Commercial Sexual Exploitation of Children (CSEC) written by Rachel Lloyd, Founder/ Executive Director of GEMS, June 2010.

CASEY: PREVENTING SEXUAL EXPLOITATION —CONTINUED

The full text of the two handouts are included below:

Handout 4.3: Do's and Don't of Appropriate Engagement with CSEC Victims

Do put into practice your knowledge of risk factors, pathways to CSEC, and techniques for victim identification when identifying and engaging with youth.

Don't rely on stereotypes to identify or engage with sexually exploited children.

Do provide a safe place for engagement.

Don't question or engage a sexually exploited child at a location where they feel threatened or unsafe.

Do be non-judgemental when listening to a sexually exploited child.

Don't react verbally or physically in a way that communicates disgust or disdain. Refrain from displaying a shocked face or talking about how "awful" the child's experience was. This may shut the child down.

Do work to build trust with a sexually exploited child.

Don't expect immediate gratitude for your efforts.

Do pay attention to your body posture. Face the child and make eye contact. Show interest, empathy, and understanding through verbalizations, nods, and facial expressions. Speak in a calm and even tone.

Don't act or appear to be distracted, disinterested, or disapproving. Do not use intimidation tactics like interrogating the child or standing over the child.

Do keep physical contact to a minimum. When there is physical contact, let a child know exactly what you are doing and remind the child that you are not there to hurt them.

Don't use physical contact where it is not appropriate. Physical contact as a comforting response should be initiated by the child.

Handout 4.4: What Youth Say Works

CSEC victims can tell you what has and has not worked in their lives. The following is a list of interventions and interactions that youth had with various allies. The youth remember these people and experiences as being

CASEY: PREVENTING SEXUAL EXPLOITATION —CONTINUED

meaningful and effective when they were struggling with leaving the commercial sex industry.

What kind of support helped you when you were in “the life” and struggling to exit?

“I could talk to my counsellor without nobody calling me names. I could tell them how I feel for the day, what my goals are and what I want to achieve, and they’ll help me achieve it.”

“The cop told my judge that I needed somewhere to go to be away from him (my pimp) instead of getting locked up.”

“When I was beat up in the hospital, the nurse gave me a hug for a really long time. It was the first time in a long time that someone had been kind to me.”

“He (the judge) acted mad interested in my life. So now, even if I have a good court report I go anyway, just so he can see I’m doing good.”

“My counsellor is like my second best friend. Without her, I don’t think I’d be doing what I’m doing right now-going to school, getting ready to get a job, and trying to work it out with my family, which is not easy right now.”

“He (my lawyer) helped me clear up my record from my charges. Now I can get into the housing program I want to live in with my daughter.”

“A space (a youth program) where I can be myself. I don’t have to impress anybody. I don’t have to act different in front of nobody because it’s like they don’t judge me on things that I do or things that I’ve done in the past.”

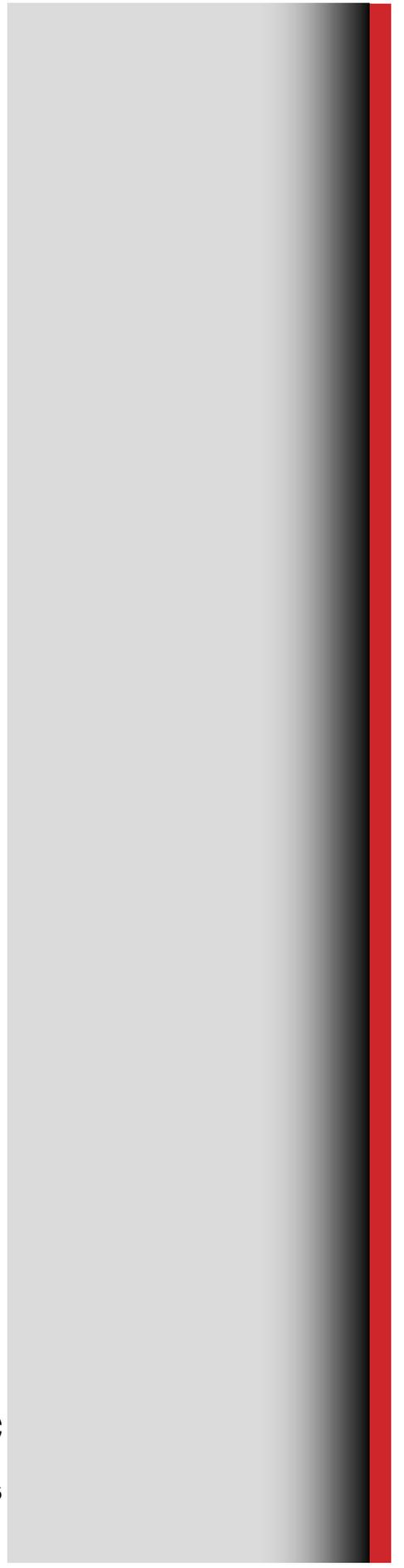
“She (a cop) treated me like I was a real person. She even used to call me on weekends just to check on me and make sure I was doing good.”

“They (the youth program) have showed me what my talents are. My favourite is poetry.”

“I feel good that when I come in I could get a hug, something that I can get from my counsellor that I can’t get from my own mother.”

APPENDIX C

Round Table Discussion Notes



ROUND TABLE DISCUSSIONS

Constable Monica Murphy, RNC
Corporal Greg Ford, RCMP
Malin Enstrom, PhD Candidate (Criminology)

The purpose of this round table discussion was to build on the previous sessions by taking time to focus on how the things learned were applicable or could be better integrated into the local reality. The session began with a brief presentation by Constable Murphy, Corporal Ford and Ms. Enstrom, who each talked about the issue of Human Trafficking from their respective work related positions. As well, they noted the importance of continued work in this field and of moving forward through collaborative efforts among all who are involved.

Participants were then invited to discuss the following questions at their tables:

1. How are victims recruited and controlled?
2. What could we offer to potential victims prior to the reporting stage?
3. Do you think Newfoundland and Labrador is susceptible to Human Trafficking? Why? Why not?

In their discussions participants were also asked to think about points that could be included in a checklist and later compiled for use by personnel in agencies who may be working with or on behalf of victims of human trafficking.

Each small group was also asked to identify a reporter from their table to share the key points of their discussion with the large group. Given the number of groups (14 in total) and anticipating some overlap in content, reporters were asked to share only new items that had not already been identified by a previous group.

Clearly participants were ready for discussion and had a lot to talk about. The reports were audio recorded and the transcribed text (below) was sorted by: Question, Checklist Points, and Other categories.

Question 1: How are victims recruited and controlled?

Ways people are recruited/brought in and controlled:



Cst. Monica Murphy



Corp. Greg Ford



Malin Enstrom

ROUND TABLE DISCUSSIONS —CONTINUED

- Grooming
- Finding out personal problems and family details and using this against them later in a threatening way
- Providing gifts, drugs
- Inducing fear, intimidation
- Brainwashing the victim against the police or people in authority
- Taking them to unfamiliar locations
- Loss of personal identification
- No family or friend contact, no cell phones
- Physical control
- Move from place to place – constant geographical movement
- Jobs potential, promise of money
- Violence, intimidation
- Social media – Facebook, newspaper, word of mouth
- Peer recruiting – iPhone, website, androids
- Family recruiting
- Preying on emotional weakness
- Abduction, kidnapping, blackmail
- Promise of love and marriage, better lifestyle, financial wealth, family stability
- Substance abuse

One group talked a lot about peer recruitment and how popular that is now through social media. They also talked about the shelter system (their workplace) and noted that recruitment does occur in shelters. Although they are meant to be and generally are safe places for victims, it was acknowledged that with such an increase in need and such a diverse mix of people it is all but impossible to monitor and control for this.

One reporter stressed this point: We need to hear from them (victims) from a place of compassion. We need to listen to them from a place of empathy.

Question 2: What could we offer potential victims prior to the reporting stage?

We can offer potential victims:

- Emotional support, guidance, honesty, trust, respect
- active listening is essential - not speaking at them but speaking with them
- non judgmental interventions
- provide safe place to stay

ROUND TABLE DISCUSSIONS—CONTINUED

- basic needs such as food, clothing, funds
- attend to any medical/hospital needs the person may have (ie. condoms, clean needles, etc.)
- help them connect to immigration officials if that is an issue
- referrals and/or contact information to NGOs (ie planned parenthood, THRIVE, etc.)
- safety of person, legal help

“I worked 25 years downtown... I’ve seen a lot of things and I’ve heard a lot of things. It depends on how people will open up to you. It may not be the first time, or the second, third or fourth depending on what you have to say. Always remember to be non judgmental – it could be your brother, your mother, or your father. I look for non verbal and verbal cues. You’ll see more in an action than you’ll see in words.” (Table 1)

“We talk about safety plans with people, whether that’s cell phone use or whatever. We also talk about building relationships. That is really huge – we don’t do anything unless we build a relationship first. That can be hard with a lot of these people – some are difficult which makes our work harder but it’s necessary...also harm reduction because we work from that model.” (Table 6)

“We often see victims (in our work). In addition to the other things said we feel it is important to:

- provide a safe environment
- ask: what can I do for you?
- ensure they understand that whatever they say is confidential and it’s up to them if they want to report
- be sure when they leave they have somewhere safe to go.” (Table 8)

Question 3: Do you think Newfoundland and Labrador is susceptible to Human Trafficking? Why? Why not?

- Yes – we are an island location, and we do have lots of poverty despite the prosperity of the oil. There is a silent culture in our rural communities.
- Yes – there’s an influx of international people, foreign women. There’s an increase of cash from oil and gas, an increase of motor cycle gangs and easy entry points.
- Yes – the sex trade is alive and well in St. John’s. We have ex-

ROUND TABLE DISCUSSIONS –CONTINUED

amples of that...and during investigations we have reason to believe people are into those industries by way of force and coercion.

- Absolutely – the underworld sex culture is in just about every city in the country and with our economy on the rise it is here and will only get worse.
- Obviously – Human Trafficking is present in Newfoundland and Labrador. Anyone would be naïve to think not. Yes, we're an island but it's not impregnable, especially with avenues like social media everybody can reach us easily.

“We work under a mandate...Children are defined up to age 16 and youth are defined from 17 and up to their 18th birthday.

Do we see some of this kind of activity? Absolutely!

Up to age 16 we have a duty to report when we become aware. Youth can choose if they want to become involved with our agency.

As we talked over the past two days certain cases came to mind that we will have to look at. A lot of what we discussed in the past two days applies to our work.” (Table 7)

Checklist Points

The following points or flags, based on existing practices, were identified for possible inclusion in a checklist:

- When someone says they can't contact a family or they are not able to contact them for whatever reason.
- If we have a couple come in but they refuse to meet with us individually, they want to stay together or if they're saying we can't go to respective shelters because that means we're not together anymore. Well that's probably a little bit more of a flag. Why can't you go to two different shelters?
- We always ask the question: have you ever been tricked into doing something or have you ever done something that you're not comfortable doing?
- When someone comes in who are homeless but they won't give us consent to talk to income support, usually there's something not right there. Might be because they have a bad history, just ripped off a landlord or something but that's usually a bit of a flag.
- When somebody comes in and they have no identification at all that's a little bit of a flag.
- When they start talking to us about drug use, sex work, that

ROUND TABLE DISCUSSIONS —CONTINUED

- they have had agreements or arrangements with landlords for money, for food, or for housing they're red flags too.
- We ask probing questions like: Where are you from? Where are you going? What's going on?
 - Try to find out if they are children (under 16) or youth (17-18). Also, ask if they have children – a lot of them have children of their own because of the situations they're in.
 - Other things that need to be asked or that we should look for are: reluctance to speak; language barriers; living conditions; financial issues/other source of income/ access to money; independence or lack of it; lack of access to ID or personal documents; education.
 - Other things to ask: Did they observe violence (ie. help clean up after beating)? Are they hurt, injured? Do they have contact with family/friends? Are they nervous? Are they bullied on social media?

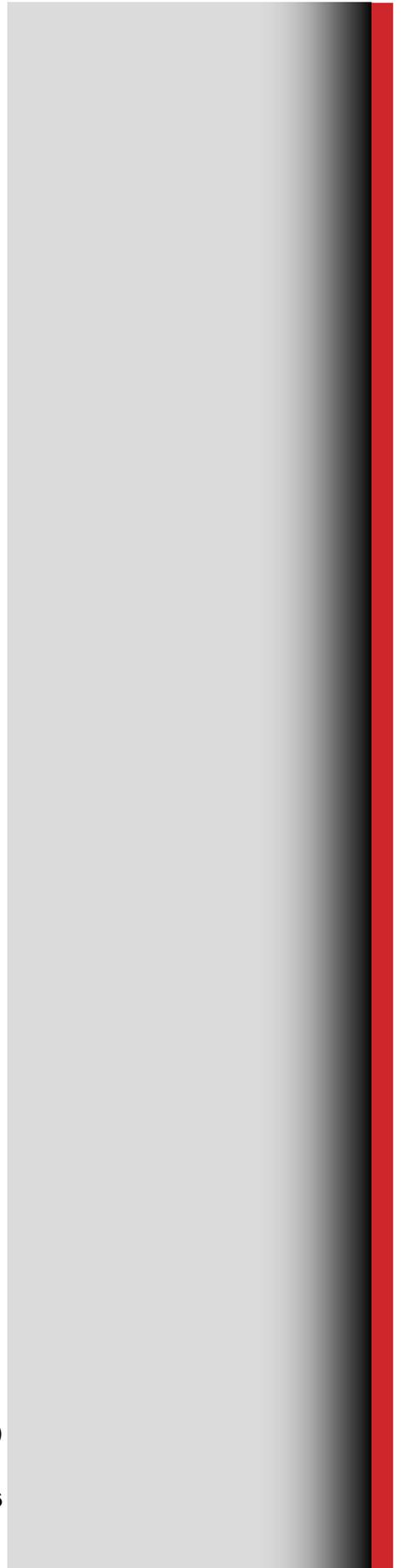
Other Remarks

“Canada Border Service Agency (CBSA) is in a challenging position for this because when we see people who could potentially be victims we're seeing them at the stage when they are just coming over. These people are probably in a different mindset where they're thinking about making money, having a new life and those kinds of things. So it may not be as obvious to pick out. We are only speaking to people for a matter of minutes. Unless there's something like the letter of invitation talked about yesterday, something that doesn't really add up. It doesn't look like intimidation. At that stage they're thinking they're coming here for a legitimate work.

One thing I wanted to stress, it was mentioned yesterday and that's our uniforms. They're designed to intimidate so people are not wanting to speak to Immigration or Customs. I can't stress enough that doing something that seems really small – like giving someone a coffee, some cigarettes – can go a long way in making them feel comfortable. It may seem insignificant but that could make them look at you in a completely different way and be able to trust you.” (Table 5)

APPENDIX D

Evaluations



Evaluation – Hon. Joy Smith

WHAT WERE THE STRENGTHS OF THIS SESSION?

PRESENTER: She is very passionate about the issue, knowledge towards human trafficking and modern day slavery; nice to have a passionate advocate in a position to create the legislation and see funding to support victims and to fund awareness/preventive initiatives. very informative. Credibility; her own heartfelt commitment; touched deeply; strength; very powerful and inspiring; ability to engage; committed person with heart in right place.

PERSONAL STORIES/EXPERIENCES/ INVOLVEMENT IN ISSUE: She provided personal stories & experiences; authenticity; to bring the personal experience of an MP with this background brought great value to us all. Thank you; personal stories made it real; personal connection.

Hearing the actual stories of real people was extremely humbling ; spoke from heart & experience with victims; personal involvement in issue; experience of son.

EXAMPLES/STATISTICS: Provided numerous examples of human trafficking in Canada; reality check; statistics; her material on human trafficking was very good and also interesting; accurate facts; info on current/past cases; very informative; use of statistics – backing it up; that we know about what is happening in our world- in our own neighbourhoods, practical; defining HT, knowledge; clear picture of what HT looks like; lot of information; knowledge; wide variation of information on sex trade and labour exploitation, good overall info; clear, concise, factual presentation of issues; educational.

OTHER: Description in Canada of HT; Canadian perspective, It was eye opening and placed a human cost to HT as it exists in Canada. Learned the types of HT: emphasis on care and rescue of victims; acknowledgement of luring /cohesive element; current efforts to reduce /stop HT, enforcing/supporting that this travesty is in our own province and that the NM is the transitional model to work towards reducing these numbers.

NORDIC MODEL: & solutions; Nordic model – lets go global; victims need help not punishment; NM pertaining to sea trafficking & prostitution; promotion of Nordic Model.

LAW/LEGAL: The insight as to the passing of the legislation; info on legislation re laws.

WHAT DID YOU FIND MOST HELPFUL?

LAWS/LEGAL: strong laws needed; who to target; the faces of human trafficking; providing examples certainly brought the point home. Also criminal code s. 279.01 CCC.

NATIONAL SCENE: listing the various resources; nice to see national perspective; Snapshot of cases / charges across Canada; for NL it appears to be on the increase with our booming economy; that it is happening in Canada.

PRESENTATION: her address and knowledge of the topic; overall presentation; knowledge of extent of the issue, degree of victimization; the video (slide presentation) was very good.; brought out a lot of what she said; Ms Smith's presentation putting it all in perspective; how to identify HT; how it happens; engaging – putting the face on HT; speaker & power point; sharing personal experiences, Info I can use to do more research & gather info; providing the human side of stories of individuals fighting back against HT and the victims having a voice; hands on info; candor.

NORDIC MODEL: Info about the Nordic model. I thought HT was involving immigrants mostly. Now I know most is domestic. Good to know; new bills; helpful to hear about Nordic model; supports & advocates .

STATISTICS: Great stats – I mean an eye opener; provinces in Canada that identified as 'hot spots'; I had no idea that so much activity was happening across our country; policy; info on different types of trafficking; examples & stats across Canada overwhelming; debunking of myths; touching on the stats, shows this is really happening all over Canada.

OTHER: Recommendations for future reading and also reiterating the reach to NL; talking about victims views helps us understand we need places for those individuals to go after helping them.

WHAT DID YOU FIND LEAST HELPFUL?

PERSONAL /POSITIONING: Little too much on family; too much graphic details while telling the story; very focused on the speaker as someone rescuing 'them'. Sets up a them and us paradigm. Portrayal that all involved are 'victims'; offensive – appeal to logical fallacy-kept saying "...all those countries can't be wrong..." Maybe they aren't, but yes they can! Some details not helpful; Lack of detail on NM- what is involved in it; really only focusing on one model.

NL CONTENT: I would like to see more statistics & examples pertaining to NL; would love to hear more about NL specifically; too generalized. Would have like to hear more about NL and what's happening here.

TIMEFRAME: The limited timeframe allotted to hear the eye witness account of what/who the faces of HT are; could listen to her longer; short amount of time, felt a little rushed; time frame could have been longer; presented too fast – hard to take it all in.

FEDERAL GOVT: More information of where Canada's gov't is at with regards to this issue – financial aspect; lack of info re federal funding.

Powerful presentation.

Need to address the weakness of the sentencing stage of the offender. Very hard change to have, victim goes through a lot.

Unable to answer or have information about some questions.

Need more stats.

TECHNOLOGY: I could not hear half of what was said this morning with 115 people paying at least \$150 each it is unacceptable that something so fundamentally important as a working microphone cannot be assured; she could have been a little louder, however I heard most of it.

OTHER COMMENTS?

PRESENTATION: her presentation was challenging and very helpful; lovely talk; inspirational; good presentation. From the heart; keep up good job; great info; enjoyed; excellent, great presentation.

PRESENTER: Great keynote speaker; succinct and to the point. I like that approach; excellent presenter & speaker.

TECHNOLOGY: Difficult to see the screen & stats. Maybe more screens or smart boards; I had been looking forward to this conference for some time now. I had heard so many good things, however I have been thoroughly disappointed in the lack of planning. I feel cheated from the speeches this morning.

PRESENTER: Passionate presenter well informed & committed; very interesting – excellent presentation; very interesting speaker – easy & relaxed; quite passionate about her work; great choice for guest speaker; fabulous speaker – nice to see a politician with ??? about social issues; excellent; big advocate for victims; good presentation; inspirational woman; thank you for coming and sharing knowledge; excellent start to conference; great keynote speaker. Maybe she should have opened the conference Monday night at the meet & greet so she could have mingled with participants; strong; motivational; pleasure to listen to; great to see MP on ground level of this topic; best presentation I ever heard from MP.

PERSONAL EXPERIENCE: Her personal work/experience speaks volumes. The passion she shares encourages other to be apart of the solution; her passionate commitment to survivors; I really like that Mrs Smith shared personal experiences, which I feel made it more real; Joy has worked directly with victims, I would like to hear suggestions on how to deal with suspected victims of HT, what to expect from them and how to proactively identify these people.

OTHER

- Wonderful group of people gathered for workshop – indicative of it's importance.

- Offensive – appeal for mandatory minimums sentences; use of slang for perpetrators diminished impact.

Insight in forced labour also helpful.

- More tips & facts / signs to look for to identify victims of the sex trade would be helpful. I am a sexual assault nurse examiner in emergency Rn this could help front line workers identify women at risk.
- I agree with MP Joy Smith – we need to arrest traffickers not the victims.
- We need to spread what we learn here to everyone we meet – do seminars, info sessions – inform our young people of the dangers out there.
- Advise of local resources set up specifically for this area to assist police etc with victims of HT – agencies phone numbers.
- Fantastic to set the conference with a Canadian overview.

Evaluation – Laura Winters

WHAT WERE THE STRENGTHS OF THIS SESSION?

PRESENTATION: great information & slides – different ideas on what can be done; different side of HT issue; amazing presentation – something new to think about for many – treat those who are prostituted as we do or should do with anyone – human touch -no discrimination.

STIGMA/PREJUDICE: How she talked about stigma & to treat victims as persons they are; focus on the people involved, not the experts; clear awareness of the dangers of stigmatization, emphasis on the person; stigma even from well meaning people & to be mindful when learning & helping; focus on person not the story; breaking down stigma & prejudice; reminder of worth of persons/allowing victims to define selves; story of victim was a great reality check and much needed as we all can tend to be voyagers; great introduction to the victim of the crime/ her work first

hand with victim; great job of challenging the way we think about the core definitions and preconceived notions surrounding HT and the sex industry; compassionate call for everyone to understand that victim/survivors are real whole people; getting a really great understanding of the problem that stigma has; identifying stigma as it relates to HT & learning from others mistakes to make how we deal with HT much more efficient/effective; lots of education about sex trade, less focus on drama of stories; good information on stigma, prejudices and the whole area of adverts and how they can cause further damage; unintended consequences need to avoid re-victimizing.

PROSTITUTION/TRAFFICKING: differentiating between prostitution and trafficking for sex; a small group does this for profit and without coercion; pointing out trafficking is a construct; looking at unintended consequences of 'doing good'; give marginalized persons opportunity to be part of 'normal' society.

MORALS/BIASES/PERSPECTIVES: interrogating our own biases; take morality out of the situation: deal with reality; she kept it 'real' she made me think and made me challenge my own judgements on the issue; this was a much needed talk for all those involved to have the proper perspective of the issues before we move to help those involved; liked presentation of opposing moral views.

ADS: difference between objective/humanized ads; ads enlightening; poster images - the real messages they send; slides about international ads. Very powerful arguments about the problems with them

INTERNATIONAL: Highlighting international situation & how it relates locally; ways to proceed locally; knowledgeable local & national; talking about international scene; giving big picture.

PRESENTER: Very well researched; presenter knew her stuff; very easy to listen to/helped audience take in the info; realistic approach presenter gave to the group around HT, its stigmatization and society's perception in ads to public bril-

liant presenter; her objective relay of information while providing knowledge.

KNOWLEDGE/PASSION/EXPERIENCE: Personal experience/knowledge/competent; passionate/ brave; passion around her study, her work, and mostly around the value of the people involved; comprehensive, holistic discussion/ thought provoking; presenter knowledgeable, referred participants to collateral resources; knowledge of topic; seemed comfortable; sensitivity/excellent; very knowledgeable on subject matter.

LOCAL: perk Laura is Newfoundlander & could speak locally; great perspective on local issues; nice to hear from someone from this province working in this province who knows and is educated; I didn't feel as if she was preaching to us; speaker spoke from memory not off paper; very informative and raised good questions; amazing presentation, well thought out, great lens to our province.

CLARITY/HONESTY/THOUGHT PROVOKING: clarity; voice was clear/she was dynamic in presenting the material/you listened with great interest; presenters honesty about her perspectives & reflections on stigma; thought provoking; raised good issues about Nordic Model.

EXPERIENTIAL VOICE: experiential voice/from own research; experience working with sex workers; good to identify the ability to solve an issue by listening to those affected by it; focus on need to bring victim to table; policies that have input from survivors; voice of experience vs voice of expert; voice of those with experience before programs are created; develop programs based on experiential voice.

OTHER

- 5 suggestions for approaching or dealing with victims
- agree with view to decriminalize
- Addressing communication as the key
- It was not really a fit for our conference but it did bring a different perspective and another way of seeing

WHAT DID YOU FIND MOST HELPFUL?

ADVERTS: looking at adverts against trafficking and objectification; showing international ads/giving us images to relate to/how those ads would affect victims; good intent of ads but disrespectful for women; posters; seeing ads, objectifying messages how important it is to humanize; the visual images; whole sense of kind of images and language; awareness to dangers in ads & impact on victims; how good intentions may not be helpful; need to understand how victim is impacted.

VOICE/EMPOWERMENT: great to see both sides of spectrum – empower women & see what they want “walk a mile” concept; next best voice to having victims there to express issues/concerns; the important point of de-criminalization and looking out for the wellbeing of the survivors (victims) & to help them get to a place of empowerment, survivor led approach; emphasis on the person & need to include real voices; emphasis on victim as person; harm reduction piece; victim's view of things; don't expect victim to think like you; helped me better understand the ‘range’ of people in the sex trade; giving an alternate view and getting us to dig down to the unintended consequences of messaging & models; understanding now that victims rarely have a voice; importance of having sensitivity to those involved; empowerment/more education needed, harm reduction approach; bringing the voices of women with lived experience; challenged group to include them; think from sex worker point of view.

STIGMA: acknowledged the role of stigma in fighting this problem; thorough definition of stigma & how it applies to victims of HT and people in sex trade; thought provoking discussion around stigma, made me think about what needs to be done; had a lot of practical details and raised challenges for us in terms of our own stigma.

VICTIM/PERSON: see the whole person not just the victim; focus on seeing victims as more than just their story; cultural and social effect & implications; issue of self awareness and understanding victim as

important; realizing that 'the story' is not important but identifying & knowing how to help a victim is; enjoyed that you personalized the victims & stressed the fact they are not just 'horrific' stories. Also, glad you highlighted fact that not all prostitutes were exploited but made their own choice; information on how to not judge the victim. How important it is to have victim involved in coming up with solutions.

TRAFFICKING/PROSTITUTION: helped to separate the trafficking from prostitution that did not involve trafficking; seeing the other side of trafficking / discussion of trafficking & prostitution; her insight into stigma and in St. John's bringing up the women's experience; insight re how sex workers view or see their situation; eye-opening not everybody in the trade is there against their will – and sex is not evil and bad when it's paid for; realities vs sensationalizing issue.

PERSPECTIVE/VIEWPOINT: different point of view; gave a different perspective especially for law enforcement; not afraid to challenge common practices; her new points were so refreshing. She had so many interesting things to say & examples to give; presentation was 'real'; visuals – good examples to challenge our preconceived notions; slides/reading the letter; explored some very difficult aspects of this subject; really challenged us to think from all aspects. She was clearly able to articulate different perspectives on the issue and what works and what doesn't; academic information/challenging.

PRESENTER/PRESENTATION: articulate/speaks and presents in a manner that is engaging and thought-provoking. She does not come off in the 'boring' way the other speakers have, she does not speak like a politician or a police officer and it is much more effective this way; her point of view/great speaker/great examples/presents a holistic approach to trafficking & sex work; fabulous presentation!; visual aids help keep attention; speaker well researched and well spoken.

OTHER: Not really helpful to accomplish our purpose but it did put forth some caution yet the idea of this as a business was hard to listen to, if this is what we are going to promote; how law looks at trafficking; focus on how international scene is impacting local scene; great local perspective/like you did not use graphic details and overwhelming anecdotes.

WHAT DID YOU FIND LEAST HELPFUL?

STIGMA: nice to point out issue of stigma & effect on victims willingness to self identify and seek help but too much time spent on this part of discussion.

TECHNOLOGY: problem with sound system; the mic; sound system horrible; some slides were hard to see at back of room; mic cutting in and out/annoying; sound problems really distracting too bad b/c presenter great.

DIFFERENT VIEWPOINTS: Saying youth are not capable of making informed choices; sometimes conflicting opinions/ideas regarding voyeurism; that her views are geared to the decriminalization of sex trade workers and those who profit from it; one perspective – adult women 'victims'; I disagree with her comment that we don't need to hear peoples stories. I don't think that victims are 'reduced' to their stories. The stories to me bring a real understanding, omit the graphic details sure, but not the story.

ADS: section on international ads – probably valid but there was no context where those were placed and who was the target audience; her arguments on Amnesty's ads was unnecessary. I understand what she means but this was not the forum for it. Plus, personally I do think the ads are very good; the use of graphic ads and the perception of the public to them I found them to be distasteful but necessary to get message across to public; too much talk around the ads.

PRESENTATION/PRESENTOR: too much theory; little bit too long; length; academic; straight reading from slides at times; she seems to be extremely negative about society and what they are trying to do. Sometimes education makes people too negative and critical; too much theory – aca-

ademic (can talk about it in a more common way/ most people in room can get it – some couldn't/level of understanding for some I'm sure; lengthy and wordy.

OTHER:

- too much focus on language;
- would like more interaction part way through;
- I found the presentation ambiguous. A lot of what is wrong, no help in what is right or what to do;
- not much info related to research in victims here. Would have been helpful to have details of that. Questions at end did address it later; would have like to hear more on Laura's own work in this area. More of what 'trafficking;' looks like locally;
- not enough time spent on how local scene is impacted and what we can do here;
- international weaknesses too generalized.

OTHER COMMENTS?

TECHNOLOGY: difficult to see ppt. Need more screens; speakers voice – not always heard – strained to hear – sometimes moved away from the mic. Missed some of presentation; use white background & larger text on slide to make it easier to read; mic cutting in and out was distracting.

PRESENTATION/TOR: very good presentation; wonderful speaker and presentation; session was 10/10; congrats on a very interesting and most informative presentation. Generous use of your experience!; really great lecture; very good presentation; keep up good work in educating us; very interesting and educational; trying to keep presentation to 1 hour helps keep the audience attention. Not certain that everyone shared all of Ms. Winters views. Got the impression that the law should be totally removed from HT, maybe I wasn't paying close enough attention; start the presentation with what you ended with – that the research is based on those who it is about i.e. those who are victimized therefore it is legitimized on this basis. She is a very well versed academic but perhaps should focus her critique to just a few areas for such a short presentation; presenter very

well informed on the topic. Enjoyed this session and found it quite informative; speaker very knowledgeable/lots of info; great job/keep up good work; Very eloquent speaker! She provided a crucially important perspective (that of the victims & survivors) that I agree is fundamentally necessary. She has humbly shown us how little we truly understand about this prevalent issue. LOVED the fact that Laura wouldn't be restricted to speak on any established talking points. Very eye-opening and interesting to see her (politely) challenge previous speaker's definitions, and critically analyze The Salvation Army. Great job Laura; overall perception was great and eye opening as to how the message is portrayed to the public; she was more of self opinion than anything else; wonderful; courageous to speak and bring a perspective that not everyone is a victim; fabulous job; I hope Ms. Winters is being engaged by policy makers. Her knowledge seems very vast; great resource person; very relevant topic; great advocate for victims; enjoyed hearing your views & research findings; Importance of not re-victimizing victim of HT; how to proceed locally good.

UPSET: not very interesting half of the people were asleep in the room and the other half were texting or using their phones; not helpful: why did she refer to the poster of The Salvation Army and not refer to where the other posters came from.

SUGGESTIONS: (would be) nice to have more info from a survivor. What do they see that the general public could do to be more engaged; RESEARCH: would like to have heard more about Laura's research at the local level. What does "the voice of experience" tell us? nice to see results of research based on topic – even an example of local persons story involved in sex trafficking as a victim.

VIEWPOINTS/PERSPECTIVES - NEG: For someone like Winters to ask us not to judge, she is very fast at judging/ Winter's discussion on police work is not accurate, which was very unfortunate/too long!; Laura's views are com-

pletely opposite to mine based on several years of police experience on the frontline; sorry we didn't use the time for more constructive use for achieving own purpose rather than undoing what we want to achieve.

VIEWPOINTS PERSPECTIVES - POS: open views to understand how to help victims and how to view who are the victims; I agree that we need to hear the voice of the victims in order to understand what they need; a clearer distinction between trafficking and the sex industry/trafficking much broader.

APPRECIATIVE - Very controversial topic/views. Certainly eye opening and thought provoking stance in regards to decriminalizing the sex trade. Would be nice to have a presentation on the other view to be fully informed and to help shape personal views; great to hear from someone with such knowledge / research in the area of sexual exploitation. Hopefully those in room can move forward with a mindset to have a more informed approach toward helping those who need help and to advocate for their best interests. Thanks for sharing. I truly enjoyed your presentation; a real contrast from first presenter – 2 different approaches to consider; enlightening – provided another angle to issue; ADS: photos made you more aware of different perspectives; re Nordic Model - I think it was amazing hearing the other side, thinking about the effects of Nordic Model has on prostitution, we need to listen to workers to understand how to help.

OTHER: When attending similar conference in Winnipeg, two women who came out of the sex trade were now teachers, Christian ministers – so can return to normal life with love and understanding. They both now operate "safe houses" to help others; set up of room was good/ we kept to timetable.

Evaluation – Cst. Lepa Jankovic

WHAT WERE THE STRENGTHS OF THIS SESSION?

PRESENTER: should be on the stage/ missed your calling; the presenter herself. Very effective; her knowledge, wit and manner of presentation; very well spoken/inspiring; very captivating speaker; entertaining speaker – very passionate about topic making for an entertaining presentation; anecdotes by speaker, first hand experience; excellent presenter/kept the entire audience engaged/ understood the struggle, the loopholes, the manpower necessary and evidence to convict those for trafficking; very engaged/knowledgeable speaker; had a dynamic personality. The use of her hands held our interest and gave the audience lots of laughs; energetic; excellent storyteller; amazing/captivating/her passion was evident; style very effective; very good; engaging; excellent; her ability to connect with the group; fabulous & so nice to see someone so passionate about what she does; great - she was so passionate about justice – a prime example of the type of people we need in Canada; there are no words/could listen all day; engaging; too many strengths to go through; passion/humour/importance of not giving up; entertaining & amusing; amazing presenter who put a new look on trafficking; passion for her work & how she told her story; fabulous speaker; her story/experience really put things into perspective; fantastic, could listen all day; very good speaker/maintained audience interest/knowledgeable in area; outstanding/intelligent/articulate/entertaining in every way; Lepa was wonderful, very knowledgeable, ambitious, animated speaker and very informative; her dynamic personality & ability to personalize the issue; presenter was worker who dealt with this case hands-on. This was a major strength. Very eye-opening; vast knowledge of subject

PRESENTATION: super information;

very good presentation on her efforts; amazing engaging speaker; great to hear the actual stories & her account of this case. Also to hear/see the legal aspect of charging people; fascinating/eye opening; delivered flawlessly/example of labour trafficking; well prepared; information was relevant to topic/real life examples had relevance; real life situation/file/project so interesting / great way to show the charges, etc.; awesome; excellent/engaging; eye opener on difficulties police face and creative solutions they employ; explaining what happens between removing men & trial – great for opening the eyes of NGO; personal experience/stories that demonstrated how difficult it is to bring traffickers to justice; topic was very informative and the message was given in well presented format; awesome and so interesting; powerful; fantastic session; entertaining/informative; real story; legal information on what is HT/honest description of barriers within institution; great case example; amazing presentation, compelling story, very experienced in the field; the story element of presenting such a great case; liked what we heard about another aspect of HT.

PERSON: that we have someone like Lepa who never gave up – wish we had so many more.

OTHER: persistence by police pays off sometimes/prosecutors & judges & police need education; use of legislation; her story – opening up new energies of courage, persistence and determination for uncovering truth.

WHAT DID YOU FIND MOST HELPFUL?

PRESENTATION: Practical case studies; real life case; nice to know the hoops that you will run into; the whole case overview was very useful as to me as a police officer to see the different elements of the investigation; first hand account; personal stories & passion for topic; example set precedence; the whole session; good overview of case study; learn the ins/outs of HT; her stories were so helpful. We could see it clearly especially the way she ex-

pressed it. Her actions were helpful; the real life story of victims & what is needed to assist them; style of presentation; real life experiences of investigation captured; well explained forced labour; very different picture of HT; key points woven into the narrative of this case; real story; the real life story, not from studied literature; everything, huge eye opener; the presentation format; outstanding; energetic, the breath of the information; realistic suggestions when working with young people.

PERSISTANCE: made aware of the value of persistence/never give up; not to give up easily when obstacles present themselves when trying to accomplish your goals.

LEGAL: Case law; read file on case law; different legislation to utilize; investigative progress/criminal process; details regarding different offences that occurred in the case/wide variety of offences; now case law related to HT/easy to follow; knowing the roadblocks she faced within the system; case precedent – hopefully the case will help with future convictions/sentences; powerful example of what can be done & has been accomplished in specific case/powerful example of inadequacy of laws against human trafficking; complexity of situation-search for justice; Lepa discussing labour trafficking - it was really good to move away from the sex trafficking for a bit to even it out; the legal aspect – what first responders should/can do; how government is relating in ON to these cases; Quite the story! Justice served; information about laws related to HT.

EDUCATION: the education/awareness I received; glad to know this case – good way to emphasize this problem; use of partners in investigation different options; info on support requirements for victims; awareness of complexity of issues; effective use of a case study to highlight all of the factors involved; highlighting the 'simple' things people

need and how everyone can play a role; the need to be vigilant regarding foreign workers that are brought into the country and the presence of urgent treatment; helpful hints re use of CBSA/needs of victim; clear example of how victims are easily victimized; listening to her first hand experience with these victims and what goes on in trying to make a case so that perpetrators can be charged.

PRESENTER: her energy; honesty; strategy/tactics; captivating; love this lady; she is very real & powerful; excellent presentation skills; well organized & very competent speaker; common sense and human approach; perseverance & commitment of Lepa; very knowledgeable, passionate about subject.

OTHER: front line policy perspective; options to assist victims of HT NGO's also IRPA legislation; inter-professional perspective; points to ability to solve problems with partnerships even when systems are not in place and one source alone is unable to address a situation; informed on who to speak to if you hit a wall with the investigation/go that step further; breaking new ground in going forward, encouraging way out of peril to promise.

WHAT DID YOU FIND LEAST HELPFUL?

Ran over time – incomplete; no time for questions; didn't like or appreciate the inappropriate jokes ie .the comment at the opening "that's not me stripping" & reference to Chinese police, etc.; she was too over the top. Somewhat disrespectful – audience of nuns & The Salvation Army Officers. Not necessary to get the story out. Comment: I bet she was a stripper at that club in Niagara.

OTHER COMMENTS?

PRESENTATION: informative; great/good job - fantastic; congratulations; little too long – 1 or 2 stories enough to illustrate point; highlight thus far; excellent presentation/really dynamic/good information and strikes home what is happening in our country; excellent/wouldn't change a thing; excellent speaker/engaging; that was amazing/would like to know more;

awesome & informative; 10/10 excellent.

PRESENTER: great public speaker/thanks for sharing; would like to have further conversations/amazing; entertaining; Lepa is a very dynamic speaker and held my interest to the end. No shut eye, I was spellbound; awesome/would love for her to be our next PM; great speaker/captivating; could listen to her for another session – great storyteller; Lepa is a very polished presenter - her voice of experience and her example of trafficking investigations to clarify the issue. She is invaluable to this type of conference; very captivating presenter that can speak from personal experience is essential to keep the audience attention; she articulated the case so eloquently & what was a sensitive dark subject was delivered with frankness and humour. Well done; very confident, alive speaker: worked well under pressure – no video.

JUSTICE SYSTEM: what is wrong – ultimately – with our justice system.

PERSISTANCE: Lepa's perserverance is so admirable; the determination of this woman is inspiring. Definitely went above and beyond the parameters of her role to get the job done; glad to see she stuck to her guns.

OTHER: I had heard this case from the perspective of the young woman who worked with the victims – so was wonderful to hear front end of the case; eye opener – HT just isn't in sex trade; should be on Fifth Estate; Deserves an award for her investigation and presentation.

SETTING: the light was very hard on the

EVALUATION – Angela Crockwell

WHAT WERE THE STRENGTHS OF THIS SESSION?

PRESENTATION: good common sense stuff; very good information about grooming and the tips for engaging victims; content very relevant & useful to front line workers; connection between exploitation & trafficking; telling us how to deal with youth in the most sensitive way was very helpful; local – real examples and suggestions; oral presentation went quite well; based on local experience and it opened my eyes to the extent of HT in St. John's; great to hear about the local landscape of this from a local perspective; awesome job of giving local perspective of the sex trade, great tips for working in the area; great suggestions of what to do and what not; good information/education; the difference between sexual exploitation and prostitution – need to be careful about the language we use with youth who are sexually exploited; talk about youth and harm reduction; information on local situation/tips & suggestions for dealing with vulnerable people were valuable; very relevant to local NL scene; hearing about the local aspect of trafficking was very informative; good information re dealing with youth; making us aware of what's happening in our province; local knowledge/the one video was good; perspective of exploited children explained; down to earth & practical/nice to get perspective of someone who is with the victims; the video; local information; heartfelt presentation; information about age of consent informative, local statistics surprising; material very good, I liked her stories of who she worked with; great information; stories of victims; lots of practical skills to have to work with young people; it's here at home makes it real; relates to my work directly, very practical; localized content great; practical strategies; local knowledge – anecdotal information.

PRESENTER: sharing her experiences working with youth in NL; good speaker; knowledgeable, competent speaker; Angela delivered the presentation quite effectively (despite technical difficulties) ;

great grasp of subject/awesome job dealing with technology issues; expertise and knowledge; able to give specific examples from victims which helped bring the point home. Angela is very realistic and knows her stuff; Angela brought it all together on a local level. She has huge heart! Kept everyone engaged; Angie's knowledge & experience is so valuable/ she is excellent; has such great experiences as a front line service provider and we were lucky to hear her advice; great ability to adapt to circumstances. The commitment Angie has and her challenging us to think and speak differently.

OTHER: loved the video and speaker; do's & don'ts – appropriate engagement; well done in overcoming technical difficulties.

WHAT DID YOU FIND MOST HELPFUL?

EXPERIENCE/VOICE: What young people had to say about when they were leaving/trying to leave the sex trade.

HANDOUTS/INFORMATION: what THRIVE is about; handouts and accompanying discussion & examples; handout risk factors; ways to more sensitively approach victims to make them feel more comfortable and provide environment to be open – not to dismiss them or judge; handouts were an added bonus; the tips and practice guidelines; do's don'ts & good reminder of how to properly engage; beneficial; practical, handouts/ examples.

VIDEO: very enlightening; powerful; great; video challenged me and reinforced the need to work with and support young people.

PRESENTATION: I like the message of accepting the victims as is and allowing them to feel accepted and heard. Also the message of persistence and not stopping in offering assistance...if you're shut out – continue to be there; affirmation of my own approach; local content; the whole session; change of language/ attitudes/respect for individual; great information; local reference, it gave me a better understanding of the programs that help people in HT; examples of youth who come to THRIVE and how they are accepted; the risk factors that can result

in sexual exploitation; the provincial perspective /realities; concrete suggestions to be mindful of language used/individual judgement; all valuable information: behaviours & signs of children in exploitation situations; practical tips/experiences; kinds of support that are helpful to the victim; informative/hints on how to talk with youth; local examples anecdotes; addressing the victim; practical communication tips; importance of language and how to support victims; approach to working with youth – keeping it real; some good practical tips on working with victims; stop using the language (ie prostitution) when it comes to youth, under age 18 are victims; real examples to help us acknowledge what does happen here.

PRESENTER: personal touch/engaging, passionate approach; how well she picked up when video didn't work; passionate about subject matter; descriptive style of youth worked with and identifying victim's needs; identifying ways to spot victims as a first respondent was very important for me to be able to identify; communication with challenging youth so as not to shut them out; Angela's wisdom, how she challenged us all, her deep respect for youth who are at risk; approval of youth – non-judgemental. Her approach on manipulation is enlightening; her voice and experience was clear.

OTHER: I had done CASEY training before. This was a great review.

WHAT DID YOU FIND LEAST HELPFUL?

TECHNICAL: trouble with video (not presenters fault-it happens); some slides hard to read/see at back – black on orange background; slides much too small (font) to see at back of room/audio – technical support was distracting; - upsetting video didn't work; both videos would have been excellent for group.

PRESENTATION: not overly helpful; (would have liked) more personal stories – things she has seen/dealt with.

OTHER COMMENTS?

PRESENTATION: good insight into youth issues; good/ great job (in spite of technical difficulties); what a great representation of our province; great presentation/

really helpful suggestions about hands on situations/how to react and not to react; enjoyed it; understanding of what's happening locally; informative.

PRESENTER: I am very grateful for the work you have done and continue to do in this city; great presenter and she provides a more human face to this ever expanding problem here in NL; Angela showed her dedication and commitment to youth; appreciate hearing her voice of experience; very knowledgeable about work with youth who are exploited; strong speaker; did not need video, did an excellent job of getting the message across; did a great job of holding ground in hard situation; presenter was engaged; her interest in HT commendable; very perseverant; able to pull off good presentation despite technological difficulties.

HANDOUT: Good

TECHNICAL: felt bad for her video didn't work; unfortunate video didn't work, I was very interested in seeing it; handled the technology issue very well.

OTHER: should consider hiring audio company for future events; need tech support; so sorry the survivor was unable to speak.

EVALUATION- Deputy Elizabeth Fildes

WHAT WERE THE STRENGTHS OF THIS SESSION?

PRESENTER: the presenter's style & competence; strong, inspiring speaker; personality allows her to transmit the info in a humanistic and personal level; heartfelt, real, passionate; speaker has a lot of experience; very effective speaker; her passion for her work speaks volumes; experience and telling it like it is; had hands on experience and knew her subject very well; first hand knowledge; very educated and full of experience, she understands the signs and warnings, it was very valuable; charismatic & easy to listen to; presented well with lots of expression; engaging with lots of experience, passion was obvious; her larger than life

personality; informative; engaging; her straight forward down to earth approach with victims, her honesty; her amazing wisdom; everything; excellent, all morning it was captivating; great speaker; open conversation.

PRESENTATION: valuable interviewing skill information for those having direct contact with victims; interviewing techniques and tips when working with victims; info on interviewing; material excellent; learning some practical tips for interviewing.

ADJECTIVES: clear, concise; powerful, fantastic, innovative ideas; excellent; knowledgeable; sense of empathy and compassion; good; experience, conviction; dynamic presenter; informative, real, honest.

OTHER: provided some great info on how to work with sex trade victims; good explanation on the 'process' of trafficking; signs to look for, how to question; examples, information; discussing signs of young victims, knowing where the businesses are; first hand account of HT, the process of enticing/means at the end product of the process; all strong points; pamphlet was great; focus on the differences in prostitution and trafficking for the purpose of sex; clear definition of the elements necessary for human trafficking; don't give up on getting story from victims, know/research their culture/beliefs; informative; reminded me if the 'demand wasn't there' no need for human trafficking, the need for preventative programs, we need to work on MEN!!; Wow! I hope that this can be incorporated into training for all enforcement officers; great combination of experiences & information, interesting & informative; many skills presented here today; useful in Canadian context; learn how to deal with victims; excellent content, highly organized – fabulous; so much we needed to know about the signs to look for, how to educate our children on the pitfalls that will destroy their lives; focus on victim, collaboration of inter-professional disciplines; great to hear US perspective; tips for interviewing; lots of good discussion & info.

CASE STORIES: excellent – I like her case stories as much as personal experience in the field; examples of cases/victims and the time & patience needed to get to the point of the prosecution – gives inspiration to keep at the work; real life stories in real life

situations; lots of real experiences, telling the hard truth; real life accounts of trafficking, details and examples of things that the speaker witnessed; lots of first-hand experiential info; sharing personal experiences/stories; victim stories; sharing experiences she's had – what works, what doesn't; real life experiences; tremendous amount of experience to draw from; stories from US interesting; enjoyed hearing about experiences/cases with HT; real examples; applying real life experience to important information to deal with issue; case stories related to current duties; first hand experience well presented.

WHAT DID YOU FIND MOST HELPFUL?

PRESENTER: voice, expression helpful and material good; effective; her personality & attitude; loved her down to earth approach, she made it so real; captivating; knowledge of topic – interaction with group.

PRESENTATION: included excellent tools for front-line work – really got to the meat of how to deal with victims; the interventions, tips, skills; identify victims, see it for what it really is; everything; to love your kids – cause if you don't someone else will; all relevant; red-flag indicators; case examples – never before thought of social media, support groups or correctional facilities as places of recruitment; connections between various types of exploitation, belief in innate goodness of victim; different forms of recruitment; statistics (re #s enslaved) are overwhelming; all of it - everything; excellent; practical information for front-line workers; elements of HT helpful; liked how she talked in depth about same – it helped define what sometimes don't look like HT but is, discussion on different indicators; importance of slowing down process in investigations; her framing of the issue; everything – thank you for teaching us about the 'victim' – thinking of them as real people, needing love and guidance – not looking at situation as such, but how person got victimized; her approach, ideas & especially how to connect with victims; helpful as a sexual assault nurse examiner - her tips on how to establish rapport & interviewing skills; info about the right people to

report to.

TRAUMA: links to trauma role in trust building; tips; discussion of trauma.

RAPPORT/TRUST: building rapport with victims; stressing the need to develop rapport & trust and the helpful ways to do this with victims; the importance of building rapport.

INTERVIEWING: material helpful; victim-centered interviewing; techniques & tips were down to earth and practical; asking the right questions; importance of listening to the victim rather than talking too much; understanding that all the information doesn't come out all at once; addressing/interviewing victims; good info; statements & tips for interviewing; absolute need for observation, question, follow-up; techniques; I will remember to shut up and listen; kind of questions to ask victims, learn to listen.

HER STORY: her story and how she handled the situations.; her own personal stories & experiences; her perseverance in her pursuit of HT.

VICTIMS: to be real with victims; not to stigmatize but to look at the individuals as being victims.

HANDOUT: the handout and the extensive lists of what to look for and the types of HT are very helpful.

OTHER: the resources and NGOs in the city.

LEAST HELPFUL

LAW ENFORCEMENT FOCUS: As a non law enforcement participant, it was very geared towards police; very oriented towards those doing criminal investigations; geared towards law enforcement when I work in health care with very vulnerable populations.

TONE/PRESENTOR/TION: It was a bit fear mongering at one point & I wish it had been more directed to Canadian culture; A little too forceful – better in the second half; It was too confusing to understand what we're to do; the questions were confusing. Poorly organized; maybe we had just too many stories. Delivery at times was too forceful; moral judgement; shutting down the Nordic model – unheard of this. As well as cutting off some

of those answering questions. Round about answers. Just throwing back the cases vs straight forward.

U.S. FOCUS: Time spent on American issues i.e., how to recognize neglect/abuse of students & how to report it and to whom – already have processes in Canada. Time spent on how to talk to victims – already have that training; very USA focused – while interesting, understanding Canadian chains and relationships more helpful.

INTERVIEW: Some of the interviewing information not new to me; would have been nice to see a real live interview. Helps to bring home the points.

OTHER: Nothing – knowledge is power and her presentation is very informative.

OTHER COMMENTS?

PRESENTATION: this type of training really needs to be offered to all front-line social work & law enforcement professionals who interact directly with the victims; there was a lot of information in her session that did not apply to me. However, getting such great information was so valuable. Such a great inspiration. What a great driving force in today's society; this lady has really given a down to earth presentation on essential facts & viewpoints. Time well spent for the audience to be spent on such an educating presentation; best presentation of 2 days.

PRESENTOR: Deputy Fildes was passionate about HT/ encouraging and attitude of openness for participants for the afternoon session. Put heart and soul into it; Very knowledgeable speaker, the passion she has regarding this topic speaks volumes through her work; her commitment, she's brilliant; very dynamic speaker. Loved the presentation – useful & practical; very funny presenter – good to have a laugh in between talking about such a serious topic; very knowledgeable! Amazing & I can see how she connects with her victims – too bad there's not more of her around; bringing in this Deputy was a great effort – thanks to her and the organizing committee. Also for education about 'other cultures'.

Awesome job!!; great session; great choice of speaker; great! Most dynamic

presenter! Best presentation possible – on point. Marvellous! Well presented and informative; speaker is very motivational; great answers to all questions posed; would love to have her back. Thank you for your time.

OTHER

- Thought there was a misunderstanding about the Nordic method – it is meant to pass laws to charge those who avail of prostitution but not to charge the prostitute or victim. Why would this be wrong? Think – great idea!
- The keynote speakers, Mayor O'Keefe, Chief William Janes, Tracy Hardy, Felix Collins leaving the seminar so immediate . No presence, felt very unsupportive.
- The political aspect – where is our funding?
- nice to have break to speak with provincial government on policies & laws, municipal laws, etc.
- Need a direct contact line for just trafficking not Crime Stoppers; there needs to be one # besides crime stoppers, a person of contact for everyone to call with information.
- RNC/RCMP mandatory training for all members for human trafficking. I'm glad the RCMP & RNC are here today to learn some of these skills! This is beneficial for all police personnel to get educated on.

EVALUATION: Round Table

WHAT WERE THE STRENGTHS OF THIS SESSION?

PROCESS: Practical aspects. Excellent!; They knew what was required; 3 for 1, the round-table discussion was very valuable.

CONNECTIONS/SHARING INFO/
DISCUSSION/COLLABORATION: Sharing

of groups/organizations ideas and opinions; Great to hear from our local RNC & RCMP; talking about how they work and operate with their cases; What a great representation of local forces. Great to see great people taking charge;

Hands on direct discussion on HT and how to combat it in our community ie. checklists, more communications between agencies, etc. different job areas; Great for sharing of information among different organizations and knowing that we all share the same issues; Ability to discuss & become aware of issues other agencies have; Very engaging. Lots of discussion around the issues we see here and we all need to collaborate.

Open table conversations were awesome! Hearing information and issues from all of us was great – especially pertaining to NL specifically; group discussion. Good round table discussion; input from many agencies involved. Hearing from the different groups and sharing the personal experiences; checklist, importance of team work/relationship building; creating a checklist to identify HT that agencies can share.

Collaboration; the connections that got made amongst the audience; good local law enforcement representation; it provided a venue where a lot of discussion was generated; lots of floor discussion; good chance to discuss local issues & challenges; hearing the perspectives and suggestions of participants; range and diversity of people in the room; got people talking to one another sharing perspectives – really good.

Helped different groups come together; hearing from so many groups committed to problems/solutions re HT; interactive. All good; group involvement; giving people/different organizations (time) to voice their opinions and perspectives on HT; open communication/discussion; the open dialogue was useful.

OTHER:

- Discussion on how to handle reports of HT & where to go from there.
- Think this session could be done differently. What does research indicate a checklist should contain?

Don't think this group would be equipped to create checklist as many only hearing about topic for first time; Good idea but maybe not correct place to develop a checklist.

- Contact list of all participants.
- Hearing from all agencies & different perspectives was very beneficial (minus the police bashing).

PRESENTORS/PRESENTATIONS: The 3 presenters were very good and provided us with information on the forms of HT.

WHAT DID YOU FIND MOST HELPFUL?

DISCUSSION/SHARING/COLLABORATION: the round table discussions and the sharing; participation; sharing information; everybody expressing a desire to work together; connecting with individuals and discussing what needs to be done next; everyone's honesty with real issues here; hearing from other participants in the round table discussions; answers that came from questions (from) tables.

Inter-professional knowledge sharing; The acknowledgement of building relationships with each other; Frank discussion; open conversation; hearing from other NGO's – hearing about the work of police; trying to figure out how we could connect & work with each other on these issues.

Knowing options for contacting with information related to HT. Good advice to begin relationship building between professionals; information from other groups; getting ideas for identifying potential victims of HT & options to deal with it; good exchange of ideas on addressing / assisting victims; create an awareness of HT.

Toolkits they have for public to use around HR; discussion on the Coalition against HT.

PROCESS: Round table discussions – became aware of various solutions which will enable us to do a better job identifying and helping HT victims; the large group discussion; the round table discussion was very informative/very productive; everything; whole session; the video and the 3 questions we were asked to answer – for the checklist. Good healthy debate

on issues; round table discussion and knowing that other organizations exist and are doing.

The confusion got us talking about real stuff; round table discussion was good but I would have preferred to sit and share with people from other agencies as opposed to staying with my own agency.

Checklist very important to move forward; We need to have a first responder checklist for potential HT cases.

WHAT DID YOU FIND LEAST HELPFUL?

PROCESS: questions too basic; asking wrong questions – answers were already covered during last two days of conference; not covering new ground; lack of clarity on our assignment – waste of time; the round table discussion was a little confusing re: answering questions on the slide or to create a check list; at first I thought it was the unclear instructions but in the end we all connected, or perhaps it was a trick; instructions on table work were not clear; confusion around task; some was repetitive; could have more directive questions; maybe we could have looked at how to politically/institutionally enact change; petitions, etc.; 3 questions; instruction wasn't clear. Questions were repetitive of information already provided in presentations; some confusion with direction of this session. Instructions/purpose not clear. The answers for the 3 questions would not provide a checklist; too long. Too much time; too much time for discussion. Most groups had the details in short time; needed to mix tables – get people out of their own safe places.

CHECKLIST: There should already be a checklist in place and in the hands of all front line/first responder units; attempting to create a checklist – was confusing and not a good use of our time.

WHO/WHAT'S MISSING: NO government representation. I know it's not your fault – sad to see how little they truly care the people who were missing from the room; who do you report HT matters to? Not the forum to decide on policy & procedure; comment for RCMP/RNC – attendees one contact person in each force – not to be told to call telecoms; not having a go to person for RNC contact;

OTHER: It's all a concern that we share and we all have a common goal. Pointing blame and being negative will only have the opposite affect in making a divide as opposed to working together.

Several people from various departments voiced testimonials of horrendous experiences from victims speaking to police, but the officers refused to even acknowledge that point. They left it to the fellow officer participating in the crowd to even acknowledge that unfortunate fact. This is a fundamental problem that cannot be overlooked! Wouldn't accept the recommendation of having a single point of contact for departments to call. Became very defensive of their system. Didn't come off as approachable. This is gravely unfortunate.

ALL GOOD: Nothing because was relevant – all the information – for work assisting our clients (who are) marginalized by social, economic reasons; I found it very helpful especially meeting in groups to share on the questions; all very good.

OTHER COMMENTS?

PRESENTERS: Presenters very good & did much to help us on their ideas of HT.

MOVING FORWARD: I hope that we can move forward with a concrete plan for us here in NL with what we can do if we should encounter HT; Hopefully we can take answers/results from discussion & use it for our benefit;

- Perhaps Dolly can do a follow-up on CBC Radio re outcome of this workshop.
- Perhaps a smaller working group could have focused on details.
- The police need to be celebrated for all the unrecognized work they do. Great group of men and women.

PROCESS: Confusion – do we answer 3 questions or come up with a checklist? Group answers very repetitive and not new information. Group work is more of a summary; put this session at the beginning & end off with a strong speaker. Great job overall. Good discussion; session was a little dragged out but otherwise good.

CONTACT NUMBER: There should be a number that all agencies use to report HT. If it goes to the Communication Center, then that should even be passed over to the one common number that is used. This will avoid confusion; RCMP & RNC should provide one name (and contact info) and hand out his/her business card. Since the conference is finished, police contacts can still be identified ad their contact info circulated to all participants to start the process. IMPORTANT: Huge issue with crime stoppers for this type of info. Well meaning street worker/social worker should not violate victim trust. If victim provides information and worker tries to pass it on, police may act on info that may identify victim. It completely ignored Deputy Fildes session – build rapport & encourage them to be confidential source.

OVERALL: Excellent! Great presentations; great discussion! Thank you! Thanks Everyone; great afternoon to cap off a great conference – we all learned! Let's keep talking! Nice relaxing conversation; engaging conversation / compassionate thoughts; great to hear from the audience; great Conference Overall!





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