

SECTION 5

Identifying Effective Human Trafficking Prevention Strategies



Summary of Recommendations

Recommendation 1: Encourage applicable nonprofit organizations and government agencies to utilize the Council’s four-step framework to identify human trafficking prevention strategies that are pertinent to their mission. The four steps of the framework include:

1. A focus on primary prevention.
2. A focus on risk/protective factors instead of an emphasis on human trafficking-specific prevention strategies.
3. A selection of core criteria that aid in the identification of effective strategies that could easily be sustained while recognizing and supporting those with past trauma.
4. An outline of broad criteria to use when reviewing groups of strategies—these criteria are inclusive of all potential human trafficking victims.

Recommendation 2: Encourage the Colorado Department of Public Health and Environment (CDPHE) to utilize the Council’s four-step framework to identify appropriate human trafficking

prevention strategies and include them in the *Colorado Statewide Gender-based Violence Prevention* plan.

Recommendation 3: A holistic approach to addressing human trafficking should include primary prevention strategies, and meaningful resources should be allocated towards primary prevention.

Recommendation 4: Primary prevention strategies that address human trafficking (e.g., age-orientated curriculum) should be integrated into schools across the state.

Development of the Program Identification Method

In response to the Council’s mandate to “identify best practices for the prevention of human trafficking, particularly for the prevention of child sex trafficking,” the Council established the Prevention Task Force (PTF), which developed a four-step framework to **recommend** as a promising practice for the identification of effective human trafficking prevention strategies. In the process of developing this framework, task force members reviewed research on the various forms of prevention—specifically, around violence prevention, various strategies and tactics from the public health discipline on prevention, and more than 40 prevention strategies from across the country and the globe.

Effective prevention requires an understanding of many different theories, concepts, and data sources. These things are interlinked in such a complex manner that professionals can spend their entire career working in only one area of prevention. Because of this reality, the task force incorporated various concepts to help the public access the benefits and knowledge of other’s successful prevention work. These concepts are outlined throughout this section and form the base of the four-step framework, which includes:

1. A focus on primary prevention.
2. A focus on risk/protective factors instead of an emphasis on human trafficking-specific prevention strategies.
3. A selection of core criteria that aid in the identification of effective strategies that could easily be sustained while recognizing and supporting those with past trauma.
4. An outline of broad criteria to use when reviewing groups of strategies—these criteria are inclusive of all potential human trafficking victims.

Step One: Primary Prevention – Connections Between Human Trafficking and Public Health

Public health specializes in health promotion and the prevention of disease within populations rather than the diagnosis and treatment of diseases. The Centers for Disease Control and Prevention (CDC) explains that prevention strategies in the field of public health are designed to benefit the largest groups of people possible, because the health concern is widespread and typically impacts the entire population in some way—either directly or indirectly.³¹ Public health includes three types of prevention: primary, secondary, and tertiary. Prevention strategies can incorporate a single type of prevention or any combination of them in the strategy design.

Definitions of Prevention from the context of “violence prevention”^{29,30}

Primary Prevention – preventing violence from occurring to those who have not previously experienced it.

Secondary Prevention – preventing new occurrences and further violence, and/or providing support to survivors of violence to minimize the impact of that violence. This usually includes service-level interventions.

Tertiary Prevention – providing long-term support and advocacy for survivors of violence to minimize the impact of the experience.

A key priority within the field of public health is violence prevention. Violence is complicated and results from a combination of many different influences on behavior. It can manifest in multiple forms, including intimate partner violence, child abuse/neglect, elder abuse, sexual violence, suicide, and youth violence.³² Human trafficking is another form of violence that has recently gained attention from the public health field. Those working to prevent human trafficking will benefit from the lessons learned from the prevention efforts for other types of violence.

²⁹Prevention definitions adapted from Population Services International, “Evidence Series: Gender-Based Violence”, Population Services International, Accessed August 13, 2018, from https://www.psi.org/wp-content/uploads/2016/06/GBV_EvidenceSeries_Jun2016.pdf.

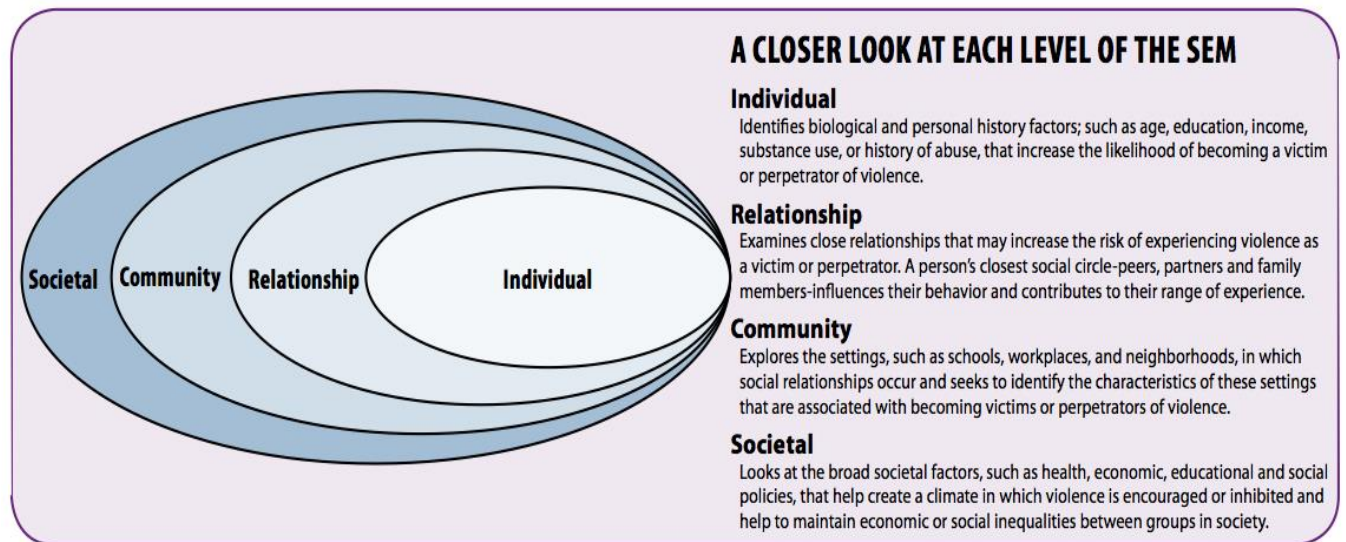
³⁰ Prevention definitions adapted from the Centers for Disease Control and Prevention, “Prevention,” CDC, Accessed August 13, 2018, from https://www.cdc.gov/pictureofamerica/pdfs/picture_of_america_prevention.pdf.

³¹ For more information, see the CDC document on sexual violence prevention, *Sexual Violence Prevention: Beginning the Dialogue*. Accessed on September 4, 2018, from <https://www.cdc.gov/violenceprevention/pdf/svprevention-a.pdf>.

³² For more information, see the CDC’s Connecting the Dots report, *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*. Accessed on May 3, 2018, from https://www.cdc.gov/violenceprevention/pdf/connecting_the_dots-a.pdf.

The CDC uses a four-level social-ecological model (SEM) to better understand and prevent violence.³³ This model demonstrates how individuals are impacted by risk and protective factors at the individual, relationship, community, and societal levels (see Fig. 14 for definitions and a visual representation of this model).³⁴ Each ring of the model represents a potential area where prevention strategies can be implemented at any of the three prevention levels (i.e., primary, secondary, and tertiary). The model allows professionals working in violence prevention to develop and implement strategies that can systematically target mechanisms of change at multiple levels by focusing on risk factors in those spaces. It is largely understood in public health that strategies spanning multiple levels are the most effective at producing change.³⁵

Figure 14: The Social-Ecological Model



Date Source: The Centers for Disease Control and Prevention

In addition to using the SEM, the CDC developed a public health approach to violence prevention that allows professionals to effectively create and implement prevention strategies.

³³ For more information on the CDC's use of the social-ecological model, visit its violence prevention website, *The Social-Ecological Model: A Framework for Prevention*. Accessed on September 4, 2018, from <https://www.cdc.gov/violenceprevention/overview/social-ecologicalmodel.html>.

³⁴ Ibid.

³⁵ For more information, see Karen Glanz, Barbara K. Rimer, and K. Viswanath, *Health Behavior and Health Education: Theory, Research, and Practice*, 4th ed. (San Francisco: Jossey-Bass, 2008), pp. 470-480.

The first step in this approach is to determine the “who,” “what,” “where,” “when,” and “how”³⁶ to identify the scope and community burden of the problem. The second step is to identify risk and protective factors.³⁷ This step involves conducting research to discover any existing prevention strategies that have already been tested for efficacy. If effective strategies are found, the most appropriate ones can be selected. If no appropriate strategies are available for the population of interest, new strategies can be developed in step three using the information gathered in steps one and two. It is vital that any newly developed prevention strategy be evaluated for efficacy, however. The fourth, and final, step to this approach is dissemination and adoption.³⁸ The previous steps serve minimal to no purpose if prevention practitioners cannot utilize the identified strategies. The Council’s strategy for identifying human trafficking prevention programs fits within the CDC’s public health approach to violence prevention (see Table 11).

Public Health Approach to Violence Prevention	Council’s Four-Step Framework
1. Define the Problem	The problem of human trafficking is defined throughout the report; this definition informed the process of strategy development.
2. Identify Risk and Protective Factors	Discussed in-depth in step two of the four-step framework.
3. Develop and Test Prevention Strategies (If effective strategies are present, select from those that are appropriate for the population of interest.)	Step 3 of the four-step framework requires evidence-based or evidence-informed strategies.
4. Assure Widespread Adoption (Dissemination and Implementation)	Dissemination via the Council’s Annual Report and potential implementation with the Colorado Department of Public Health and Environment’s statewide plan for the prevention of gender-based violence.

³⁶ For more information, see the CDC’s violence prevention document, *The Public Health Approach to Violence Prevention*. Accessed on August 20, 2018, from https://www.cdc.gov/violenceprevention/pdf/PH_App_Violence-a.pdf.

³⁷ Ibid.

³⁸ Ibid.

Step Two: Risk Factors – Offering a Direction for Selecting Prevention Strategies

Identifying risk and protective factors for human trafficking is a crucial step in developing and/or selecting a primary prevention strategy, because these factors suggest where prevention efforts should be focused. A 2014 CDC report, *Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence*, makes the case that focusing on risk and protective factors will allow practitioners to implement programs that can prevent all forms of violence, and also encourage them to think strategically about how to integrate responses for a greater impact.³⁹

In the case of human trafficking, risk factors are characteristics/experiences that make it more likely for a person to become a victim or a perpetrator of human trafficking.⁴⁰ Protective factors are characteristics/experiences that decrease the likelihood of a person becoming a victim or perpetrator. If a prevention strategy can decrease a risk factor associated with human trafficking, it can, in turn, decrease the risk that the population of interest will experience human trafficking. When discussing risk factors, it is important to note that the factors neither cause nor guarantee that a person will experience human trafficking.

As discussed above, risk factors associated with human trafficking are not unique to the issue, but are also risk factors for many other forms of violence. For example, behavioral health concerns are a risk factor for intimate partner violence, child abuse/neglect, suicide, and human trafficking.⁴¹ A prevention strategy designed to decrease behavioral health concerns for a specific population could also decrease the risk of victimization in in these areas. Because of this, prevention strategies with a risk/protective factor focus can have an impact that is farther reaching than prevention strategies designed with an issue-centered focus (e.g., strategies designed specifically to prevent intimate partner violence or child abuse).

Because of limited time and a lack of available research on risk factors for human trafficking perpetration and protective factors for both human trafficking perpetration and victimization, the Council chose to focus solely on risk factors for human trafficking victimization. This

³⁹ CDC, *Connecting the Dots*, 1.

⁴⁰ *Ibid.*

⁴¹ For additional information, refer to the CDC website on violence prevention. Accessed on August 13, 2018 from <https://www.cdc.gov/violenceprevention/overview/index.html>.

allowed for a more comprehensive pool of information for discovering effective prevention strategies. Prevention Task Force members reviewed a wide range of risk factors that are connected to various forms of violence including human trafficking. They identified five risk factors with the strongest association to human trafficking violence in particular:

- Behavioral health concerns^{42,43}
This umbrella term covers mental illness, psychiatric and substance use disorders, and other addictions.⁴⁴ It is an individual-level risk factor.
- Family conflict/poor parent-child relationships^{45,46}
Interpersonal conflict occurs in interactions where incompatible goals (real or perceived), scarce resources, or opposing viewpoints exist.⁴⁷ Family conflict is a specific type of interpersonal conflict that involves members within a family unit. This is a community-level risk factor.
- Lack of community support/cohesion^{48,49}
Community support refers to community groups, programs, and organizations that offer individuals assistance in times of need. Community cohesion can be found in spaces such as workplaces, schools, and neighborhoods that have a common vision and a sense of belonging for all people in that space. This is accomplished through the appreciation of individuals' backgrounds and circumstances and the

⁴² Research completed by Loyola University-New Orleans and its Modern Slavery Research Project supports this item as a risk factor for human trafficking victimization: Laura T. Murphy, *Labor and Sex Trafficking Among Homeless Youth: A Ten-City Study Executive Summary*, (New Orleans: Loyola University, 2016). Accessed May 31, 2018, http://media.wix.com/ugd/73f135_20128a9e064d45f29c3cfd98ea11d1e.pdf?mc_cid=4eec59383c&mc_eid=3e6d3fcc42.

⁴³ In 2013, this item was listed as a risk factor for commercial sexual exploitation and sex trafficking of minors by the National Research Council's Committee on the Commercial Sexual Exploitation and Sex Trafficking of Minors in the United States: Institute of Medicine and National Research Council, *Confronting Commercial Sexual Exploitation and Sex Trafficking of Minors in the United States*, (Washington DC: The National Academies Press, 2013), 78–105. Accessed from <https://www.ojjdp.gov/pubs/243838.pdf>.

⁴⁴ Definition obtained from the American Hospital Association website: "Behavioral Health," American Hospital Association. Accessed August 13, 2018, from <https://www.aha.org/advocacy/access-and-health-coverage/access-behavioral-health>.

⁴⁵ Murphy, *Labor and Sex Trafficking Among Homeless Youth*.

⁴⁶ Institute of Medicine, *Confronting Commercial Sexual Exploitation*.

⁴⁷ Definition obtained from the University of Minnesota: "Communication in the Real World: An Introduction to Communication Studies," University of Minnesota Libraries Publishing. Accessed on August 13, 2018, <http://open.lib.umn.edu/communication/chapter/6-2-conflict-and-interpersonal-communication/>.

⁴⁸ Murphy, *Labor and Sex Trafficking Among Homeless Youth*.

⁴⁹ Institute of Medicine, *Confronting Commercial Sexual Exploitation*.

development of positive relationships between people from different backgrounds in workplaces, schools, and neighborhoods.⁵⁰ This is a community-level risk factor.

- Lack of economic stability^{51,52}

In addition to a sufficient household income, economic stability reflects employment status, opportunities for employment, education, secure housing, immigration status, and job skills. This is an individual-level risk factor.

- Adverse Childhood Experiences (ACE) score of four or more^{53,54,55}

Adverse Childhood Experiences are specific events that have a dose-response relationship⁵⁶ on health outcomes for children later in life. The ACE screens for emotional, physical, and sexual abuse; domestic violence; emotional and physical neglect; substance abuse in the family; separation/divorce of parents; and incarcerated household member(s). The research indicates that a score of four or more (compared to a score of three or more) on the ACE evaluation has a high association with risk for negative health and well-being outcomes.⁵⁷

Step Three: Core Criteria - A Checklist for Effective Prevention Strategies

After deciding on primary prevention with a risk factor focus as the first two steps of its prevention strategy framework, the Council developed the next step of the process—to define a set of core criteria required of all high-quality prevention strategies. The core criteria represent six key components of prevention strategies:

⁵⁰ Definition adapted from Harris Beider, *Race, Housing, and Community: Perspectives on Policy and Practice* (Hoboken: Wiley-Blackwell, 2012), 226. Accessed on August 13, 2018, from <https://onlinelibrary.wiley.com/doi/pdf/10.1002/9781444354492.app3>.

⁵¹ Murphy, *Labor and Sex Trafficking Among Homeless Youth*.

⁵² Institute of Medicine, *Confronting Commercial Sexual Exploitation*.

⁵³ Ibid.

⁵⁴ Murphy, *Labor and Sex Trafficking Among Homeless Youth*.

⁵⁵ The validity of this item as a risk factor for human trafficking victimization was supported by previously conducted research: Rachel Naramore et al. "Youth Arrested for Trading Sex Have the Highest Rates of Childhood Adversity: A Statewide Study of Juvenile Offenders," *Sexual Abuse: A Journal of Research and Treatment* 29, no. 4 (2017): 369–410. doi: 10.1177/1079063215603064.

⁵⁶ The CDC describes dose-response as the change in an outcome (e.g., alcoholism) associated with differing levels of exposure (or doses) to a stressor (e.g., ACEs). A graded dose-response means that as the dose of the stressor increases, the intensity of the outcome also increases.

⁵⁷ Support for the importance of a score of four or more (as opposed to three or less) on the ACE questionnaire can be found in research conducted by the Kaiser Foundation and the CDC: Vincent Felitti et al. "Relationship of Childhood Abuse and Household Dysfunction to Many of the Leading Causes of Death in Adults." *American Journal of Preventative Medicine* 14, no. 4 (1998): 245–258. Accessed on August 23, 2018, from [https://doi.org/10.1016/S0749-3797\(98\)00017-8](https://doi.org/10.1016/S0749-3797(98)00017-8).

- Be evidence-based or evidence-informed⁵⁸

Strategies are developed based on evidence demonstrating efficacy specifically for that strategy or for elements from another strategy.
- Evidence-based strategies have demonstrated efficacy in that the strategy design was scientifically evaluated and found to bring significant change.
- Evidence-informed strategies incorporate components from other designs that were found to be evidence-based. These strategies are considered to be less scientifically stringent than evidence-based strategies, but they are widely accepted as a valid way to begin the development of new strategy designs.
- Have ease of access

Strategies are accessible to those interested in implementing and/or receiving benefits of the strategy. This access is not to be limited by cost, ability to obtain technical support, and/or ability to obtain necessary training.
- Have outcome measures⁵⁹

Strategies should set results-focused items that are used to measure progress. Baseline values for the set items are measured before the strategy is implemented, and then again after implementation to identify strategy effect.
- Be sustainable

Strategies have sufficient human, financial, technological, and organizational resources to provide needed services on an ongoing basis. Organizations that implement the strategies should also possess the organizational and programmatic infrastructure to carry out core functions independent of individuals or one-time [funding] opportunities.⁶⁰

⁵⁸ Definitions adopted from the United States Child Welfare Information Gateway, "Evidence-Based Practice Definitions and Glossaries." Accessed July 2, 2018, from <https://www.childwelfare.gov/topics/management/practice-improvement/evidence/ebp/definitions/>.

⁵⁹ Definition adopted from the United States Environmental Protection Agency's (EPA) website on program evaluation, "Program Evaluation and Performance Measurement at the EPA." Last modified December 1, 2016, at <https://www.epa.gov/evaluate/program-evaluation-and-performance-measurement-epa>.

⁶⁰ Definition from Karen Buck, "The Path to Program Sustainability," *Nonprofit Impact* (2013), Accessed on August 13, 2018, from http://www.eblcprograms.org/docs/pdfs/Path-to-Sustainability_article_v3.pdf.

- Be trauma responsive⁶¹

Strategies actively utilize the principles of trauma-informed design: incorporating knowledge about trauma into every aspect of service delivery, engaging and empowering survivors, minimizing re-victimization, and valuing self-care. In addition to using these principles, the strategies must promote their implementation in their programming, environments, language, and values (as applicable).
- Align with at least one of the five risk factors defined earlier
 - Behavioral health concerns
 - Family conflict/poor parent-child relationships
 - Lack of community support/cohesion
 - Lack of economic stability
 - ACE score of four or more

Step Four: Broad Criteria

In addition to the core criteria that every prevention strategy should include, the Council also developed broad criteria that should be considered when evaluating a group of prevention strategies. The broad criteria were created in recognition of the fact that prevention strategies are often designed for a narrow population. However, human trafficking impacts a wide range of people, including all genders, ethnic backgrounds, economic status, education, etc. These broad criteria were designed to ensure that organizations consider a variety of prevention strategies that address all potential victim profiles. When identifying and/or selecting prevention strategies, individuals should consider:

- Gender inclusivity

Related to diversity and inclusion, gender inclusivity focuses on creating safe spaces, equal opportunities, and an environment of acceptance for all people, regardless of their gender identity and/or expression.⁶²

⁶¹ Definition adapted from the Moving from Trauma-Informed to Trauma-Responsive program description, Stephanie S. Covington, PhD and Sandra L. Bloom, MD, *Moving from Trauma-Informed to Trauma-Responsive: A Training Program for Organizational Change*, (Center City, MN: Hazelden Publishing, 2018). Accessed on July 23, 2018, from https://www.hazelden.org/OA_HTML/ibeCCTpItmDspRte.jsp?item=520203&sitex=10020:22372:US

⁶² Definition from Anna Johansson, "How Young Consumers (And Employees) Are Driving Gender Inclusivity," *Forbes* (December 29, 2017). Accessed from

- Cultural inclusivity
Strategies pay particular attention to social and cultural factors in program design, recognizing the different social, ethnic, racial, and religious backgrounds of individuals. They should foster an environment where people feel they are treated fairly, valued, and respected.⁶³
- Equity
Strategies are free from bias or favoritism and promote the same status, rights, and responsibilities for all members of the involved population.
- Strategies not limited to those only operating in Colorado
Organizations should not limit themselves to prevention strategies that operate exclusively in Colorado. An array of effective prevention strategies has been developed and are in operation across the United States and the globe.
- A multi-generational approach (aka Two-Generation Approach)
The multi-generational approach focuses on simultaneously creating opportunities for and addressing the needs of children and the adults.⁶⁴ It involves intentionally coordinating and aligning programs for children and adults in a way that leads to accelerated progress in three key areas: 1) parents with family-supporting jobs; 2) children meeting developmental milestones; and 3) families able to fully support and engage in their children’s development.⁶⁵
- Flexibility
Strategies are designed and implemented with the ability to adapt to changing environments and still deliver their intended impact.
- Universal and selective methods of delivery⁶⁶
Strategies deliver content using either a “universal” or “selective” methods of delivery.

<https://www.forbes.com/sites/annajohansson/2017/12/29/how-young-consumers-and-employees-are-driving-gender-inclusivity/#5d6344262416>.

⁶³ Definition adapted from Marcia Carteret, “Culturally Responsive Care.” *Dimensions of Culture* (October 19, 2010). Accessed from <http://www.dimensionsofculture.com/2010/10/576/>.

⁶⁴ Definition from the Aspen Institute, “What is 2Gen?.” Accessed August 13, 2018, from <https://ascend.aspeninstitute.org/two-generation/what-is-2gen/>.

⁶⁵ For additional information, refer to the Annie E. Casey Foundation Two-Generation Approaches document: Kristin Lehoullier and Shelly Waters Boots, “Advancing Two-Generation Approaches,” *Annie E. Casey Foundation: self-pub*, (2017), Accessed from http://www.aecf.org/m/keys/AECF_PracticeBrief1_Advancing2GenApproaches-2017.pdf.

⁶⁶ Definition adapted from Community Health Initiatives, “Prevention,” Accessed December 26, 2018. <https://www.chi-colorado.org/prevention/>.

- Universal prevention strategies are designed to reach an entire population, without regard to individual risk factors, and are intended to reach a very large audience. The program is provided to everyone in the population, such as a school or community.
- Selective prevention strategies target subgroups of the general population that are determined to be at risk for human trafficking.

Limitations

This four-step framework for choosing human trafficking prevention strategies is not without its limitations. While the prevention task force included individuals from many different areas of expertise, only one prevention expert from the Colorado Department of Public Health and Environment was involved in the design process. Having more of such experts would have added to the task force's understanding of prevention during the early stages of development—including the general discussions surrounding prevention, risk/protective factors, and prevention theory. Time constraints placed on the prevention task force were also a limitation. The task force was only able to meet for one and a half hours once a month, from February to July (a total of nine hours). This truncated timeframe directly impacted the task force's ability to holistically address protective and risk factors for both human trafficking victimization and perpetration. Because the risk factors associated with victimization have a much larger research base compared to the other risk and protective factors, the task force chose to focus solely on victimization risk factors in the interest of utilizing its limited time effectively and efficiently. While the task force was unable to provide a comprehensive approach including all risk and protective factors, it was able to provide a promising practice based on the most supported factors. The time constraints also resulted in a small number of individuals conducting research on topics proposed during meetings, which could have introduced sampling bias when gathering information to present to task force members at later meetings.

The screening method for potential prevention strategies had a different set of limitations. Using the framework as a guide, PTF members reviewed prevention strategies and presented them for evaluation, introducing possible selection bias into the initial pool of programs. The program examples listed later in this section are in no way exhaustive and were heavily impacted by task force members' previous exposure to the prevention strategies. In addition, the majority of the information gathered about prevention strategies came from internet

searches or any other information the task force member had about the strategy. Because of this, all proposed strategies required additional clarification from parent organizations via email or telephone. Many of the organizations failed to respond to DCJ staff, which had an impact on which strategies met the inclusion criteria, and which did not. This is an especially important limitation to note for those who choose to use the framework in the future.

Program Examples

Members of the prevention task force performed a preliminary search for primary prevention strategies that were based on at least one of the five risk factors previously described. The task force applied the framework to more than 40 potential strategies, producing the nine example strategies listed below. The Council recognizes that this is not an exhaustive list of all strategies that could be highlighted, and stresses that these strategies are only *examples* of potential results.

Empower Youth Program by iEmpathize⁶⁷

www.iempathize.org/eyp

The Empower Youth Program is a five-module, survivor-informed curriculum that can be used by anyone who provides services directly to youth, such as teachers, youth program directors, counselors, mentors, therapists, etc. Designed for youth aged 12 and older, the curriculum aligns with Common Core language arts as well as social studies standards and national standards in health education and counseling. Each lesson is 25 minutes long and contains two short films, discussion questions, classroom activities, and assessment options. The modules focus on negative pushes, negative pulls, positive pulls, and choosing empathy. Negative pushes are things often outside of the youths' control that can make them feel uncomfortable, like not having enough food, loneliness, poverty, or abuse. The program helps them recognize these pushes and provides ways to identify things/people that can help them deal with the push factor in a positive and safe way. These things and people are considered positive pull factors. A negative pull factor is something/someone that may seem like a safe way to deal with a negative push, but in fact uses the push against people to manipulate them in a negative way. The program provides youth with ways to identify and avoid these negative pulls.

⁶⁷ The program description was obtained from the iEmpathize website: "The Empower Youth Program: Experience the Impact of Positive Prevention Education." Accessed June 16, 2018, from <https://iempathize.org/eyp/>.

Empower Youth has two chief objectives: to equip youth with personal safety strategies to stay safe from exploitation, and to nurture their empathy for others.

Evidence Based/Evidence Informed

The development of the program was based on research surrounding promising human trafficking prevention programs.⁶⁸

Ease of Access

The organization offers full and partial scholarships to cover the cost of the program, which is \$4 per youth. All applicants receive a scholarship; the amount depends on what, if any, additional funding sources the applying organization may have to implement the curriculum. The program can also be carried out by a range of youth-based groups, not just schools (e.g., after-school programs, Sunday school, community groups, etc.).

Outcome Measures

The program aims to impact knowledge and attitudes of both empathy and exploitation. iEmpathize uses pre- and post-surveys to evaluate the program's effectiveness.

Example of a pre- and post- survey question: "I understand what exploitation is"

- At the pre-survey, 46% of the 2,541 students who participated in the training (and returned a survey) chose "agree" or "strongly agree" for this item, and at the post-survey 84% of the 2,242 students who received the training (and returned a survey) chose "agree" or "strongly agree".
- At the pre-survey, 20% of the 2,541 students who participated in the training (and returned a survey) chose "disagree" or "strongly disagree" for this item, and at the post-survey 4% of the 2,242 students who received the training (and returned a survey) chose "disagree" or "strongly disagree".

⁶⁸ Yvonne Rafferty, "Child Trafficking and Commercial Sexual Exploitation: A Review of Promising Prevention Policies and Programs," *American Journal of Orthopsychiatry* 83, no.4 (2013): 559-575. DOI: 10.1111/ajop.12056.

Sustainability

The program can be accessed online and all groups that apply are provided with a full or partial scholarship to help cover the program cost.

Trauma Responsive

Organizations that receive a scholarship from iEmpathize are asked to develop a schoolwide response protocol that outlines how to best help victimized youth, how to notify people with proper authority so they can engage with the student, and how to work with students that may have trauma triggered by the training

Risk Factors

This program addresses family conflict/poor parent-child relationships, and lack of community support/cohesion by educating youth on how to identify and interact with positive and negative pull factors. It also addresses ACE via education on negative push factors; all 10 ACE items are negative push factors.

Fair Food Program by the Coalition of Immokalee Workers (CIW)⁶⁹

www.fairfoodprogram.org

A model for social responsibility, the Fair Food Program strategy is based on a unique partnership among farm workers, Florida tomato growers, and participating buyers. Participating growers must comply with a series of requirements set by the CIW; one of these is a zero tolerance policy for forced labor and sexual assault. Growers must also host worker-to-worker education sessions that are facilitated by the CIW on company time. This ensures that workers understand their rights and responsibilities as a member of the partnership. Growers are also held accountable for any complaints filed through the worker-triggered complaint resolution mechanism. Participating buyers pay a “penny per pound” premium, which is passed onto the farm workers as a bonus in their paycheck. The buyers (frequently large corporations like McDonalds and Whole Foods) must also agree to buy Florida tomatoes from

⁶⁹ The program description and outcome measure data were obtained from the Fair Food Program website: “Fair Food”. Accessed June 16, 2018, from <http://www.fairfoodprogram.org/>.

participating growers and cease purchasing from those who refuse to comply with the program.

Evidence Based/Evidence Informed

The program design has been continuously tested on the ground and adjusted as necessary since its inception in 2011. The results from its implementation were later used in the development of the Milk with Dignity program in Vermont, which is centered around dairy farmers and workers.

Ease of Access

The program is dependent on a community's ability to form an agreement between corporation(s), growers, and farm workers. For communities that can form this type of agreement, the program design is accessible through the CIW.

Outcome Measures

This strategy tracks the number of participating farmers, corporations, and farm workers as outcome measures. It also tracks the number of farm workers who receive *Know Your Rights* education as employees and those who are receiving a fair income, both of which are used to measure the impact of the program.

Examples of these outcomes⁷⁰

Since 2011, \$26 million has been paid in fair food premiums, more than 220,000 employees have received *Know Your Rights* material, and more than 2,000 worker complaints have been solved. Currently there are 14 corporate buyers and approximately 35,000 workers at participating farms.

Sustainability

Growers and workers are supplying products that corporations can sell and, which allows the corporations to pay a fair wage to the farms and workers. This, the very backbone of the strategy's design, is the reason this program is sustainable.

Trauma Responsive

The program responds to workers' lived experiences of sexual harassment, threats, and involuntary servitude. Investigations into harassment and/or assault allegations are

⁷⁰ Ibid.

swift (one to two days after a report) and thorough. If allegations are true, those committing the assault are banned from employment at any Fair Food Program farm.

Risk Factors

The Fair Food Program addresses lack of economic stability and lack of community support/cohesion by providing fair payment to workers at consistent time periods and fostering a community that supports workers' rights and basic needs.

Health Solutions⁷¹

www.health.solutions

Health Solutions is a comprehensive, nonprofit community medical and behavioral health treatment provider, with centers in Pueblo, Huerfano, and Las Animas counties. It provides medical, behavioral health, and wellness-focused services to individuals across their lifespan. The organization also coordinates all types of patient care and creates a collaborative dialogue between patients and providers.

Adult Mental Health Services

Health Solutions employs specialists in vocational training, housing, and residential placement; treatment for residents of nursing facilities; and intensive case management for patients with severe and persistent mental illness.

Career Horizon Services

This employment program run by Health Solutions offers resume building, interview skills training, job search training, and assistance with job search/applications.

Adolescent Substance Abuse Treatment Services

Health Solutions offers outpatient treatment that is interactive and age-specific. Treatment includes (but is not limited to) education on the effects of drug and alcohol, healthy coping skills, peer pressure, refusal skills, and decision-making skills.

Evidence Based/Evidence Informed

The organization uses many proven treatment regimens in its services, such as Seeking Safety (a treatment for trauma and/or substance abuse),⁷² Dialectical Behavior Theory

⁷¹ The program description was obtained from the Health Solution website: "Health Solutions: Your Health is Our Priority,". Accessed June 18, 2018, from <https://www.health.solutions/>.

(a treatment for borderline personality disorder and PTSD),⁷³ and *Mental Health First Aid*.⁷⁴

Ease of Access

The organization accepts private insurance, Medicare, and Medicaid, and offers a sliding scale for those paying out of pocket.⁷⁵ Not all medical providers contract with Medicaid or allow patients to pay on a sliding scale. By having these options, Health Solutions increases the ability of patients to successfully access healthcare.

Outcome Measures

The organization recently collected data for the Colorado Client Assessment Record, which measures such items as social support, depressive issues, and school performance and the National Outcome Measures, which has measures such as employment, stability in housing, and use of evidence-based practices. As this information was only recently collected, Health Solutions is currently unable to provide examples of these data.

Sustainability

Health Solutions supports programming by collecting payment for services and hosting fundraising events. They also have multiple partner organizations in Colorado as well as across the country. These partnerships provide financial support, referral resources, and other forms of assistance.

Trauma Responsive

The organization offers treatments specifically designed for those who have experienced trauma. They also implement a trauma-informed care workshop at all new employee orientations, and clinicians receive *Mental Health First Aid* training.

⁷² Stephen A. Lenz, Rachel Henesy, and Karisse Callender, "Effectiveness of Seeking Safety for Co-Occurring Posttraumatic Stress Disorder and Substance Use," *Journal of Counseling and Development* 94, no.1 (2016): 51–61. doi: 10.1002/jcad.12061.

⁷³ Michelle K. Hollenbaugh Hunnicut and Stephen A. Lenz, "An Examination of the Effectiveness of Dialectical Behavior Therapy Skills Groups," *Journal of Counseling and Development* 96, no. 3 (2018): 233–242. doi: 10.1002/jcad.12198.

⁷⁴ Michelle Cleary, Jan Horsfall, and Phil Escott, "The Value of Mental Health First Aid Training," *Issues in Mental Health Nursing* 36, no. 11 (2015): 924–926. doi:10.3109/01612840.2015.1088322.

⁷⁵ See the Health Solutions website for more information: "Health Solutions: Your Health is Our Priority." *Health Solutions*, Accessed July 7, 2018, from <https://www.health.solutions/>.

Risk Factors

This organization addresses behavioral health concerns by offering direct behavioral health treatment. It aims to decrease the risk factor “lack of economic stability” through trainings and education offered in the career horizon services program. Lack of community support/cohesion is addressed by providing a safe and supportive space for patients to receive treatment and other services, as well as referrals to resources outside of the organization’s scope of service.

Department of State *Know Your Rights* Pamphlet

www.travel.state.gov/content/travel/en/us-visas/visa-information-resources/temporary-workers.html

This program, created by federal legislation, requires the U.S. State Department to provide an informational pamphlet to applicants for U.S. non-immigrant visas—generally in their native language—before they leave their home country. The pamphlet is translated into more than 30 languages and provides visa applicants with the National Human Trafficking Hotline number and other resources to ensure their rights are protected while living and working in the United States. The information from the pamphlet is also communicated via an informational video in consular waiting rooms around the world.

Evidence Based/Evidence Informed

The information contained in the pamphlet is based on the array of laws that exist in the United States that protect workers’ rights. The developers of the materials ensured that the most pertinent laws were included in the document and they used accessible language for a range of educational levels.

Ease of Access

The pamphlet is available in many languages both online and in print.

Outcome Measure

For an outcome measure this program uses the number of calls received from visa holders to the National Human Trafficking Hotline (NHTH) regarding employers infringing on their rights as employees.

Examples of this outcome

- In 2016, 557 callers to the NHTH cited the *Know Your Rights* Pamphlet as informing them of the hotline.⁷⁶

Sustainability

With online access, little time or money is needed to keep the program in operation.

Trauma Responsive

This program is trauma responsive as it is designed to directly prevent someone from exploitation. It provides a person with the knowledge and resources needed to prevent potential exploitation/trauma/harm.

Risk Factor

This program addresses lack of economic stability by providing individuals information on their rights while living and working in the United States. The information helps individuals maintain their documented immigration status, earn income in a safe environment, and maintain employment—all components of economic stability.

Laboratory to Combat Human Trafficking

www.combathumantrafficking.org

LCHT is a nonprofit organization with a mission to inform social change that eliminates human exploitation. Part of its strategy is offering sector-specific, survivor, and trauma-informed trainings for child welfare professionals. It also offers trainings for community and civic groups in Colorado. The trainings listed below are designed to help professionals recognize and respond to risk factors for human trafficking victimization that have been identified during the course of their work—before trafficking occurs.

Court Appointed Special Advocates (CASA) – 101, 201, and 301

The 101 training is an introduction to human trafficking with a focus on child welfare. Training 201 includes information on harm reduction and motivational interviewing, and provides a deeper look at human trafficking and parallel issues. The 301 training is a workshop, in which

⁷⁶ Data regarding the number of callers to the NHTH referencing the *Know Your Rights* pamphlet can be found in the 2016 National Report published by Polaris: Polaris, *2016 National Report*, (Washington, DC: Polaris, 2016). Accessed July 7, 2018, from <https://humantraffickinghotline.org/sites/default/files/2016%20National%20Report.pdf>.

attendees work through scenarios, discuss empathy, and practice motivational interviewing techniques.

Child Placement Agencies – 101, 201

These trainings are similar to CASA trainings, but with a focus on the clinical and professional interactions with youth in the child welfare system.

Foster Care Providers and Treatment Center Professionals – 101, 201

These trainings are also similar to CASA trainings, but focus on the role of foster care providers and compassionate, trauma-informed care.

Evidence Based/Evidence Informed

LCHT uses its own research,⁷⁷ as well as content from peer-reviewed journals to develop training curriculum.

Ease of Access

The cost of attending a training varies from \$0 to \$500. The organization is also able to send trainers throughout the state of Colorado, and some neighboring areas, to deliver trainings to interested groups.

Outcome Measures

The organization measures knowledge growth around certain topics, including trauma-informed care, recognizing red flags, and protocol development. At the time of this report's writing, LCHT was in the process of collecting outcome measures and was unable to provide examples of these measures.

Sustainability

LCHT has a diverse revenue stream, supporting its sustainability and ability to continue providing trainings. Its top three sources of funding are foundation grants (57%), events (26%), and government grants (13%). The trainings offered by the organization are regularly reviewed and modified to include the latest research, making the different curriculums sustainable by remaining relevant to current research and social contexts.

⁷⁷ An example of LCHT's research can be found in the Who Pays? report: Meagan Morris et al. *Prostitution and Denver's Criminal Justice System: Who Pays?* (Denver: LCHT, 2012), Accessed July 14, 2018, from https://combathumantrafficking.org/report-downloads/LCHT-WhoPays_Full.pdf.

Trauma Responsive

The development of all training content is trauma informed. Trainers with the organization are also trained on how to work with individuals who may be triggered from past trauma during presentations.

Risk Factors

This organization addresses behavioral health concerns, familial conflict/poor parent-child relationships, lack of community support/cohesion, and lack of economic stability in all of its trainings. LCHT specifically educates professionals on how to recognize these factors and how to intervene before youth are impacted (or further impacted) by the associated risk factor.

Not a #Number by Love146⁷⁸

www.love146.org/notanumber

This program is an interactive, five-module prevention curriculum designed to teach youth, aged 12–18 years, how to protect themselves from human trafficking and exploitation. *Not a #Number* is suitable for any group serving children, including schools, child welfare agencies, and community programs, and can be used as a complement to other psychoeducational efforts. The curriculum focuses on respect, empathy, individual strengths, and the relationship between personal and societal pressures that create or increase vulnerabilities. Youth learn critical thinking skills, and topics focus on how to access community resources when situations occur that increase vulnerability, identification of personal and peer vulnerabilities, risk factors at multiple levels of the social-ecological model, and identification of healthy support systems. The program is applicable across gender, ethnic, and socioeconomic backgrounds.

Evidence Based/Evidence Informed

The program was piloted in Connecticut, Florida, and Texas through Love146, Aspire Health Partners, and the Connecticut Department of Children and Families. In 2017, the Crimes Against Children Research Center at the University of New Hampshire

⁷⁸ The program description was gathered from the organization's website: "Not A #Number: A Child Trafficking and Exploitation Prevention Curriculum from Love146." Accessed July 14, 2018, from <https://love146.org/notanumber/>.

conducted a preliminary evaluation that demonstrated a positive change in outcome measures.⁷⁹

Ease of Access

The curriculum has been successfully implemented in child welfare agencies, schools, juvenile justice agencies, and other youth-serving organizations. Anyone who works for these types of organizations can be certified as a trainer. A three-day training costs \$350 per person.⁸⁰ After the initial training, the program license costs \$60 a year.⁸¹

Outcome Measures

Not at #Number looks at knowledge about human trafficking, attitudes toward human trafficking, and positive intent to change behaviors as outcome measures.

Examples from pre- and post-survey data

- Before the program, 56% of participating children marked “agree” or “strongly agree” in response to the statement: “People can be exploited for labor and commercial sex in any city or town.” After the program, the percent of children that responded with “agree” or “strongly agree” rose to 75% ($p < 0.001$).⁸²
- Before the program, 46% of participating children marked “agree” or “strongly agree” in response to the statement: “It’s unhealthy if someone insists on reading their partner’s texts to/from other people.” After the program, the percent of children that responded with “agree” or “strongly agree” rose to 63% ($p < 0.001$).⁸³

Sustainability

In 2016, 60% of Love146’s funding was from individual contributions, 17% from non-donative revenue (public funding, trainings, and social enterprises), 10% from faith

⁷⁹ Information regarding this evaluation was collected from an internal document that was obtained via email communication with Love146 staff Lisa Jones & Stephanie Sessarego, “Not A #Number: Child Trafficking and Exploitation Prevention Program”, (Crimes Against Children Research Center, 2017). Received July 21, 2018.

⁸⁰ Information regarding program cost was obtained via email communication with Love146 staff.

⁸¹ Ibid.

⁸² Outcome data were gathered from the Love146, *15 Years of Impact: The Love146 Annual Report (2016–2017)*, (New Haven, CT: Love146, 2017). Accessed August 17, 2018, from https://1at4ct3uffpw1uzzmu191368-wpengine.netdna-ssl.com/wp-content/uploads/2015/01/16_17-Annual-Report-Reduced.pdf.

⁸³ Ibid.

communities, and 10% from private grants.⁸⁴ The cost of attending training for this program is not prohibitive for interested parties, adding support for sustainability of the program.

Trauma Responsive

The creation of the program's curriculum was trauma informed. Trainers are educated on working with individuals who have experienced trauma and on how to use the program's protocols to connect people with resources when they disclose trafficking.

Risk Factor

This program addresses lack of community support/cohesion by educating youth on how to access community resources. All ACE items are discussed in the program curriculum via the topics of personal/peer vulnerabilities and risk factors.

Parenting from Prison via Colorado Parenting Matters

www.coloradoparentingmatters.org

Parenting from Prison is a parent education program for inmates. The program is designed to be administered by correctional facility staff trained as parent educator instructors. It costs \$400 to train 30 instructors, who must have an associate's degree in addition to relevant job experience. Each session is facilitated by one instructor, with 8 to 25 inmate participants. The curriculum teaches inmates skills to strengthen family functioning, increase positive behaviors, and decrease substance use; addresses communication, problem-solving, and decision-making issues; and increases inmates' knowledge of risk and resilience factors. On average, organizations approximately one month to fully deliver the program.

Evidence Based/Evidence Informed

Two research studies have demonstrated the program's effectiveness. Wilson et al. found significant increases in self-esteem, self-mastery, and all three parenting measures for those who participated in the program.⁸⁵ Thompson and Harm found that

⁸⁴ Funding information was collected from the Love146, *2016-2017 Annual Report*.

⁸⁵ Kristina Wilson et al. "The Effectiveness of Parent Education for Incarcerated Parents: An Evaluation of Parenting from Prison," *Journal of Correctional Education* 61, no. 2 (2010): 114–132.

participating mothers had significant positive change in appropriate expectations for behavior, corporal punishment, and parent–child roles.⁸⁶

Ease of Access

The cost of training instructors is not prohibitive and program trainers are willing to travel throughout the state of Colorado to conduct trainings. There is a short turnaround time between training staff and implementing the program, adding to the accessibility of the program.

Outcome Measures

This program uses self-efficacy of parents, parenting practices, and the knowledge, attitudes, and beliefs about parenting as outcome measures. Examples of these outcome measures can be found in the evidence-based/evidence-informed section of this program’s profile.

Sustainability

The program’s sustainability is contingent upon organizers acquiring funding, but the cost of program training is low.

Trauma Responsive

All curriculum and associated activities are tailored for those who have experienced past trauma. Trainers are educated on the effects of substance abuse, violence, and separation as they relate to effects on children and parenting, PTSD, ACE, and coping strategies.

Risk Factors

This program addresses family conflict/poor parent-child relationships, and ACEs of emotional abuse, physical abuse, sexual abuse, mother treated violently, substance abuse, separation/divorce, and incarcerated household member. These risk factors are covered in the program curriculum under increasing skills to strengthen family functioning and knowledge of risk/resilience factors that impact children.

⁸⁶ Patrician J. Thompson and Nancy J. Harm, “Parenting from Prison: Helping Children and Mothers,” *Issues in Comprehensive Pediatric Nursing* 23, no. 2 (2000): 61–81. doi: 10.1080/01460860050121402.

Prodigy Coffee House⁸⁷

www.prodigyventures.org

This business focuses on providing young adults (18–24 year olds) who are disconnected from school and/or work with useful skills for the current job market. The vast majority of these young adults live in the neighborhood of the coffee house and all of them have experiences with foster care, low-income households, the criminal justice system, homelessness, gang violence, under-performing schools, and/or serving as primary caregivers. Those who are hired by the company serve as apprentices and commit to one year of employment.

Evidence Based/Evidence-Informed

The course content and style of education used at the shop are founded on research-based principles from Crittenton Women’s Union (an organization working to help families gain economic independence and create better futures)⁸⁸ and Homeboy Industries (the world’s largest gang violence rehabilitation and re-entry program).⁸⁹

Ease of Access

In an area that could support a new social enterprise, this model could be recreated.

Outcome Measures

Prodigy Coffee uses Essential Skills and Dispositions (from the National Center for Innovation in Education), amount of social capital, income, and promotions within the company as outcome measures.

⁸⁷ The program description was gathered from the organization’s website: “Prodigy Coffeehouse: Craft Coffeehouse & Apprenticeship,” Prodigy Ventures. Accessed July 14, 2018, from <https://www.prodigyventures.org/>.

⁸⁸ For more information on the methods utilized by the Crittenton Women’s Union, see their report on Mobility Mentoring: Elisabeth D. Babcock, Mobility Mentoring, (Boston: Crittenton Women’s Union, 2012), 1–21. Accessed September 12, 2018, from <http://s3.amazonaws.com/empath-website/pdf/Research-MobilityMentoring-0512.pdf>.

⁸⁹ For more information on Homeboy Industries, the programs offered, and methods utilized, see the organization’s website: “Homeboy Industries: Hope Has an Address,” Homeboy Industries. Accessed September 12, 2018, <https://www.homeboyindustries.org/>.

Examples of outcomes

- In 2017, \$143,500 was paid to apprentices ,including training stipends and tips.⁹⁰
- In 2017, 81% of apprentices showed significant growth in the Essential Skills and Dispositions framework.⁹¹

Sustainability

The company's income from selling coffee covers 70% of its operating costs. Government and foundational funding cover the remaining 30% of costs.⁹² The organization generates the majority of the funds required for operation, supporting its sustainability as a business model. The current goal is to be 100% self-sustainable by 2022.⁹³

Trauma Responsive

The educators use a trauma-informed curriculum while educating apprentices.

Risk Factors

This organization addresses lack of community support/cohesion and lack of economic stability by developing a safe space within the community where youth can gain job skills, support, and an income.

PROTECT Program via 3 Strands Global Foundation (3SGF)⁹⁴

www.protectnow.org

PROTECT, Prevention Organized To Educate Children on Trafficking, is a prevention education program designed by three organizations: Frederick Douglass Family Initiatives, 3SGF, and Love Never Fails. The program is designed to educate teachers, who then educate students, about red flags, protocols, and ways to prevent exploitation.

⁹⁰ Financial outcome information was located in the Prodigy Ventures' 2017 annual report. Prodigy Ventures, *The Year of the Prodigy: Annual Impact Report 2017*, (Denver: Prodigy Ventures, 2017), Accessed August 4, 2018, from <https://www.prodigyventures.org/annual-report>.

⁹¹ Ibid.

⁹² Information regarding Prodigy's funding streams was gathered from the organization's annual report: <https://www.prodigyventures.org/annual-report>.

⁹³ Ibid.

⁹⁴ The program description was obtained from the PROTECT website: "PROTECT: An Educated Child. A Protected Child." Accessed July 7, 2018, from <http://protectnow.org/>.

Before implementing the education portion with students, the program puts protocols in place, directing and educating staff on how best support youth who are identified as human trafficking victims or who disclose human trafficking involvement. The protocols cover and inform everyone from the first responder to the last service provider. Professional training is provided to everyone identified in the protocols.

The student curriculum is delivered sequentially to students in elementary, middle, and high school. It provides a comprehensive understanding of the dangers, signs, and historical roots of human trafficking. Lesson plans come with teacher training videos, PowerPoints, teaching narratives, classroom activities, and notification letters that can be sent home to parents. All of the content delivered to students is both trauma and survivor informed.

Evidence Based/Evidence Informed

The organization is currently conducting efficacy research via the Institute for Social Research at California State University. The student curriculum was developed using focus groups that were representative of age groups that receive the program.

Ease of Access

Materials are accessed via the Internet. Sites also have the option of in-person training for the teachers. The cost of training staff at the school is \$20 per person and an additional \$75 licensing fee for each individual who will be delivering curriculum to students.

Outcome Measure

The program utilizes knowledge of human trafficking as its main outcome measure.

Examples of this measure⁹⁵

- Before the program, 69% of 5th grade students stated they knew what they have the right to do as humans. After the program, that percent rose to 96%.
- Before the program, 56% of 9th grade students stated that they understood how to protect themselves and others from becoming victims of trafficking. After the program, the percent changed to 92%.

⁹⁵ Example outcome measures were obtained from an internal document received via email communication with PROTECT staff: "Human Trafficking Prevention Education and Training: Program Overview," (PROTECT, 2018).

Sustainability

Once a teacher gains access to the online platform, the account does not expire. After licensing fees are paid, schools have no further financial commitments towards licensing, making the program more sustainable to schools implementing the program.

Trauma Responsive

Many components of this program make it trauma responsive. The curriculum for both teachers and students is trauma informed. Before administering the curriculum, teachers receive training that helps them understand the impact of trauma, and instructs them on how to work with those who have experienced it in the past. Lastly, the program requires a set protocol for assisting victims of trafficking should a student disclose current or past victimization.

Risk Factors

This program addresses lack of community support/cohesion and ACEs through different modules of the curriculum. Throughout different grades, topics like types of child abuse, how to report abuse, safe people and places, vulnerabilities, and action-oriented community service projects are addressed at age-specific levels.