



THE COLORADO ACTION PLAN

A tool for community members and leaders to organize an informed response to **human trafficking** in Colorado.

MOBILIZE THE MOVEMENT

Participant Version

OCTOBER 2016



Welcome to

MOBILIZE THE MOVEMENT!

On behalf of the Laboratory to Combat Human Trafficking (LCHT), I am proud to welcome you to this special Colorado event. Your choice to attend Mobilize the Movement supports a statewide effort to address human trafficking that has been in motion for over a decade. No matter what background, knowledge, or experience you have in this movement, I want to affirm that you have an important role to play in combatting this crime. **Tonight, I hope you will be encouraged to come together with other leaders in the anti-trafficking movement as we organize for a common goal.**

If you are new to the Colorado Action Plan, it's important to note the origins of this tool. Beginning in 2010, LCHT led a three-year, interdisciplinary research project to better understand efforts essential to combating human trafficking. The Colorado Project produced meaningful research that ultimately identified promising practices across the U.S. being used to address this issue. As The Colorado Project came to a close, our state and national advisory board developed the Colorado Action Plan, which used that data to define key recommendations and activities for leaders in our statewide movement. Today, The Colorado Action Plan continues to provide a roadmap for law enforcement, legal professionals, victim services, community advocates, and more.

Tonight is about connecting you to the Action Plan and other resources that can support your anti-trafficking efforts. It is also about connecting you to your community and the people in your region of the state who will bring those efforts to life. Take time tonight to make those connections as you envision what a community-based response to human trafficking looks like.

We each have a role in this movement and it will take all of us to effectively combat this crime in Colorado. Tonight is only a beginning, and we're looking forward to connecting with you more in the coming months. I am honored to be working alongside each and every one of you as we mobilize the movement together. Thank you!

Mary Durant, MSW

Action Plan Manager



LABORATORY TO COMBAT
HUMAN TRAFFICKING

GUIDING FRAMEWORKS

THE 4Ps

The Laboratory to Combat Human Trafficking (LCHT) conducted a substantive literature review to better understand and define the key components of promising practices within each of the 4Ps. It was via the Social Ecology Theory that we began to articulate that these Ps happen in specific communities with unique characteristics. We gathered diverse innovative thinkers and began to think together, learn from one another, and adapt our lenses.

What does it mean to combat human trafficking? Governments and international organizations have declared that an effective response to human trafficking must include these four key elements (US State Department & UNODC):



PREVENTION

- Training and education programs
- Awareness campaigns
- Advocacy campaigns
- Public and private sector policies
- Protection services for persons who have experienced trafficking
- Programs that address root causes of trafficking aimed at universal and selected communities



PROTECTION

- Social service advocacy & case management
- Housing
- Medical services
- Mental health services
- Outreach
- Legal services
- Training and education programs
- State laws on victim protection/ rights
- Clothing and food
- Interpretation/ translation
- Education
- Life skills training
- Employment assistance
- Community re-integration



PROSECUTION

- Human trafficking protocols and procedures
- Training and education
- Task forces
- State trafficking and trafficking-related legislation
- Municipal trafficking and trafficking-related legislation
- Attempted/ successful civil and criminal prosecutions of trafficking cases



PARTNERSHIP

- Private sector
- Public sector
- Third sector
- Protocols
- Leadership
- Group diversity
- Resource leveraging
- Trust building
- Sustainability beyond an individual
- Inclusion of vulnerable population perspectives
- Effective communication
- Conflict management
- Management of competing interests





PREVENTION

Prevention measures increase awareness, advocacy and education towards addressing a community's systemic vulnerability to a continuum of exploitation, including human trafficking. A good prevention plan recognizes that exploitation and human trafficking are symptoms of root causes like poverty, gender inequality and other forms of oppression that create vulnerable populations.

- Training and education programs
- Awareness campaigns
- Advocacy campaigns
- Public and private sector policies
- Protection services for persons who have experienced trafficking
- Programs that address root causes of trafficking aimed at universal and selected communities

RECOMMENDATION 1

Create strategic statewide human trafficking public awareness and prevention campaign(s) targeting populations that may be vulnerable to human trafficking.

PURPOSE: *Increase direct engagement with populations vulnerable to human trafficking in Colorado (e.g. youth experiencing homelessness, migrant workers, individuals with developmental disabilities, resettled refugees, students) to reduce risk of being trafficked as well as organizations serving these populations.*

ACTIVITIES

- Identify, adapt, and/or develop population-specific human trafficking prevention materials for distribution.*
- Contact appropriate organizations throughout the state and encourage them to initiate human trafficking awareness programs with the populations they already serve, and/or incorporate human trafficking awareness into existing programs, including, but not limited to: juvenile detention facilities, group homes, health clinics, schools.*
- Work with school districts around the state to develop appropriate and varied options for building awareness with student populations (i.e. after school curriculum, trainings for teachers and counselors and staff, learning modules, etc.)

RECOMMENDATION 2

Increase the probability of effective prevention efforts.

PURPOSE: *Encourage the development and utilization of monitoring and evaluation strategies for trainings and prevention efforts throughout the state as a means of increasing the likelihood of intended, positive outcomes.*

ACTIVITIES

- In collaboration, existing anti-human trafficking task forces should develop effective monitoring and evaluation tools (i.e., evaluation forms, post six-month effectiveness) for human trafficking prevention efforts.
- Establish clear, written guidelines on the purpose and use of data collected through evaluation tools.
- Replicate and adapt those programs with evidenced-based positive outcomes throughout the state.



RECOMMENDATION 3

Encourage private sector participation in human trafficking prevention efforts such as through the monitoring of supply chains as well as adoption of existing private sector efforts (e.g. the Luxor Protocols).

PURPOSE: *Engage small and large businesses in anti-human trafficking efforts by stressing the importance of corporate social responsibility in both the workplace and communities at large.*

ACTIVITIES

- Develop awareness events to reach out to the business community to engage in education and training that leads to an understanding of human trafficking so that corporate education can be ongoing.
- Encourage small and large businesses in Colorado to support supply chain transparency.



PROTECTION

Protection measures ensure that human trafficking victims are provided access to: (at a minimum) health care, legal aid, social services and education in ways that are not prejudicial against victims' rights, dignity, or psychological well-being. Protection also means creating an environment (social, political and legal) that fosters the protection of victims of trafficking.

- Social service advocacy and case management
- Housing
- Medical services
- Mental health services
- Outreach
- Legal services
- Training and education programs
- State laws on victim protection/rights
- Clothing and food
- Interpretation/translation
- Education
- Life skills training
- Employment assistance
- Community re-integration

RECOMMENDATION 1

Create a cultural shift among and between law enforcement and service providers in anti-human trafficking efforts.

PURPOSE: *Encourage sensitivity and respect for all trafficked populations among and between stakeholders working with survivors of trafficking.*

ACTIVITIES

- Create and expand a cadre of knowledgeable trainers that currently exist in Colorado.
- Develop and offer quarterly curriculum-based training courses for multi-sector participants (law enforcement and service providers, and other stakeholder together). Trainings to include introduction to human trafficking and continuing education trainings on human trafficking.
- Assess and disseminate the learning objectives/outcomes of each training course.



RECOMMENDATION 2

Create a comprehensive and streamlined practice of working together across public and nonpublic agencies to address trafficking survivor service needs.

PURPOSE: Address the comprehensive needs of victims/ survivors, by incorporating a clearer understanding of the continuum of exploitation that can occur for individuals.

ACTIVITIES

- Create partnerships and raise funds for shared resources among task force members to address current service gaps which include, but are not limited to: pre-certification, shelter options for men, boys and youth in general; mental health services; and legal remedies for immigrants.
- Increase public awareness campaigns to create sensitivity to all trafficked populations.
- Improve task force functioning through shared and agreed upon commitments by creating clear protocols and guidelines for participation. These guidelines should include a commitment to carry out specific task force objectives in order to ensure that participation in the task force is strategic, concrete, and mutually beneficial for both service providers and law enforcement.
- Increase task force(s) membership of organizations already serving vulnerable populations around the state.
- Encourage and support the participation of survivors in task forces.
- Raise awareness among law enforcement and service providers about eligibility for post-certified foreign national victims to receive refugee services.

RECOMMENDATION 3

Increase education and networking among service providers throughout Colorado and across service areas of expertise to serve human trafficking survivors through increased membership in the Colorado Network to End Human Trafficking (CoNEHT), the statewide victim services network.

PURPOSE: For various service providers to know one another, where they are located, what services each agency provides, and receive ongoing training on human trafficking. To create comprehensive, coordinated services for trafficking survivors that include identifying and addressing service provision gaps.

ACTIVITIES

- Expand, maintain, and update regularly a comprehensive, statewide service provider resource directory for serving human trafficking survivors.
- Prioritize and provide training on human trafficking and serving survivors for all organizations who are listed in the directory.





PROSECUTION

Prosecution measures ensure the creation and implementation of laws which address the continuum of labor exploitation and the pursuit of criminal punishments for such cases, treating human trafficking as exploitation of victims rather than recruitment/transportation of workers or people in prostitution. (This includes not just criminal prosecution, but law enforcement officers and the creation of legislation).

- Human trafficking protocols and procedures
- Training and education
- Task forces
- State trafficking and trafficking-related legislation
- Municipal trafficking and trafficking-related legislation
- Attempted/successful civil and criminal prosecutions of trafficking cases

RECOMMENDATION 1

Form a statewide cohesive prosecutorial group (including law enforcement, prosecutors and judges) focusing on all forms of human trafficking.

PURPOSE: *To combine resources efficiently to better investigate cases, increase prosecutions, convictions, seizures, forfeitures, and compensation to victims.*

ACTIVITIES

- Identify and cultivate prosecutorial champions to support coalition efforts, grow membership, and provide technical assistance.
- Encourage prosecutorial entities to develop transition plans to account for turnover and retain institutional knowledge, expertise, and protocols.
- Increase participation from municipal/ county/ state law enforcement and prosecution in existing networks.
- Encourage the development and/or growth of local (municipal/ county) prosecutorial agencies to join a statewide prosecution network.
- Create network-growing processes whereby current members recruit other jurisdictions.
- Develop communication vehicles to engage and maintain consistent and reliable communications with statewide partners (e.g., listservs to support distribution of meeting minutes).

RECOMMENDATION 2

Create shift in prosecutorial mindset to prioritize human trafficking with the support of public awareness initiatives and successful prosecutions throughout the state.

PURPOSE: *Demonstrate a statewide commitment to investigating and prosecuting human trafficking in Colorado by increasing convictions, maintaining good statistics, garnering media coverage, and increasing funding.*



RECOMMENDATION 2 (CONTINUED)

ACTIVITIES

- Utilize media to support public awareness (coordinate with Prevention and Partnership efforts).
- Select model training curriculum (e.g. The National Attorneys General Training and Research Institute trainings) for prosecutorial agencies to ensure training uniformity.
- The basics should impress upon officers a victim-centered approach; ensure that distinctions are made between human trafficking and similar crimes; ensure that examples of human trafficking-relevant evidence are included.
- Incorporate a “track” tailored to judges.
- Research financial implications that are tied to training mandates.
- Identify trainers willing to 1) deliver Train-the-Trainer curricula and 2) follow up with trainees to offer technical assistance (i.e., departmental protocol development)
- Explore ways in which Prosecution efforts can work with law schools (i.e., integrating human trafficking content into existing courses, identifying opportunities to work with clinics).

RECOMMENDATION 3

Develop system-wide protocols to increase victim-centered and evidence-based cases.

PURPOSE: *Build evidence-based cases that are not contingent upon victim testimony; increase the likelihood of successful prosecutions; and support other individuals if they choose to come forward to pursue legal action against their traffickers through demonstrated successes/increased convictions.*

ACTIVITIES

- Recruit investigators and prosecutors from all 22 Colorado judicial jurisdictions to attend system-wide trainings (e.g. The National Attorneys General Training and Research Institute) in order to learn ways to conduct thorough investigations to corroborate victim statements.
- Identify and work with leaders from key state associations that already have established relationships with investigators and prosecutors (i.e., Bar Associations, National and Citizens Academies).

RECOMMENDATION 4

Consult “model” legislation and legislative efforts in other states.

PURPOSE: *Strengthen Colorado’s laws around human trafficking to increase successful prosecutions.*

ACTIVITIES

- Form working group and/or subcommittee of an existing task force to meet regularly to discuss municipal and state laws; include Colorado legislators in working group.
- Review Colorado Project Policy Recommendations and relevant literature.
- Prioritize 2014 legislative recommendations.
- Advance policy recommendations to representatives serving in the Colorado Legislature.





PARTNERSHIP

Partnership measures acknowledge that combating human trafficking requires a comprehensive response through the cooperation of multiple sectors. Partnerships bring together diverse experiences, amplify messages, and leverage resources. Anti-human trafficking partnerships refer to a cooperative relationship between two or more organizations established for the purpose of jointly combating human trafficking in some way.

- Private sector
- Public sector
- Third sector
- Protocols
- Leadership
- Group diversity
- Resource leveraging
- Trust building
- Sustainability beyond an individual
- Inclusion of vulnerable population perspectives
- Effective communication
- Conflict management
- Management of competing interests

RECOMMENDATION 1

Provide an opportunity for collective learning, support, and action by encouraging leaders from community-based efforts to join existing statewide coalitions (e.g. the Colorado Network to End Human Trafficking (CoNEHT)).

PURPOSE: *Bring together leadership from community-based and statewide anti-trafficking efforts to build and/or enhance collaboration between and across communities, counties, and jurisdictions in the state; establish and/or improve comprehensive, wrap-around services for victims and survivors, successful prosecution of traffickers, and prevention efforts to vulnerable populations in the state.*

ACTIVITIES

- Encourage representatives from local community response groups to join anti-trafficking statewide coalition(s) to represent all regions of the state.
- Expand the statewide referral network to include service provider organizations/agencies from all regions of the state in order to improve existing localized responses to instances of human trafficking.
- Support the facilitation of regular meetings around the state for statewide coalitions to share information and/or resources.

RECOMMENDATION 2

Cultivate awareness and concern for the issue of human trafficking in communities across the state.

PURPOSE: *Define the problem of human trafficking in a way that resonates with community members in order to build community will to address situations of human trafficking. Mobilize a community-based response specific to the nuances of a given community.*

ACTIVITIES

- Raise awareness of local vulnerabilities to human trafficking and their implications on the community.
- Provide education and training opportunities to community members that consider local context and relevant information.
- Support community leaders in determining focus areas (i.e. geographic, professional sectors, populations, etc.)
- Conduct community needs assessments in communities where little is known about the extent of the issue or services available to address it.



RECOMMENDATION 3

Encourage the development and/or growth of locally organized response groups (i.e. task forces, coalitions, alliances).

PURPOSE: *Support communities in bringing together key members from the Prevention, Protection, and Prosecution efforts to work together to effectively address the issue of human trafficking on a local level.*

ACTIVITIES

- Increase political will and leadership by leveraging existing interest in the issue within communities and by providing training and technical assistance to generate additional community interest.
- Identify community-level leaders to be included in state-level coalition work.
- Cross-train between sectors to: develop and maintain relationships between organizations; identify opportunities to pool resources; and provide for a collaborative response to situations of human trafficking.
- Invite potential allies in the community to participate in community efforts to address the issue (i.e. representatives from domestic violence/sexual assault community response programs, law enforcement, migrant services, survivors, mayors/representatives).
- Encourage the involvement of underrepresented sectors in community efforts to combat the issue (i.e. funding community, corporate/business sector, the tribal justice system).

RECOMMENDATION 4

Encourage collaborative anti-trafficking and allied efforts at both the local and state levels to set processes for communication and conflict management that cultivate a culture of openness.

PURPOSE: *Provide constructive conflict management support to anti-trafficking community response groups.*

ACTIVITIES

- Foster leadership that values open communication and conflict management in both community response groups and state level efforts.
- Incorporate communication and conflict management tools that create a space for constructive conflict resolution.
- Establish processes for resolving conflict that cannot be resolved via internal procedures/protocols.





MOBILIZE THE MOVEMENT

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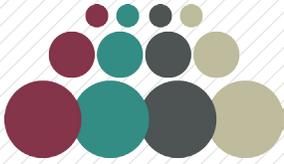
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MOBILIZE THE MOVEMENT CALLS TO ACTION

THANK YOU for your participation at Mobilize the Movement! In addition to taking time to review the Colorado Action Plan before our next event, **we're asking YOU to take four specific actions TODAY** that will promote anti-trafficking resources and connect you to the movement.



1. Share CoNEHT magnets + cards with your community.
The CoNEHT Hotline is Colorado's 24/7 hotline. **COMMIT TO SHARE** about it with five specific people or organizations in your community using the cards and magnets you received at the event.



2. Store the CoNEHT Hotline on your mobile device.
The CoNEHT Hotline is a community resource that is there for you to report tips and request referrals. **STORE THE NUMBER** as a contact on your mobile phone now: **1-866-455-5075**.



3. Tell your social network to #MobilizeTheMovement.
We can mobilize the anti-trafficking movement in Colorado, but we need you to help spread the word. **POST TODAY ON SOCIAL MEDIA** using #mobilizethemovement and share why you are involved in this issue.



4. Text MOBILIZE to 51555
We want you to stay connected to Colorado's anti-trafficking movement. Text the word **MOBILIZE** to the number **51555** now to **SIGN UP FOR UPDATES** on Mobilize the Movement.

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