



10th Annual Freedom From Slavery Forum
**“Enabling Local Engagements and Global
Synergies for Addressing Modern Slavery in
North America and Europe”**

2022 North America and Europe Regional Forum Report
October 25-27, 2022

www.FreedomFromSlaveryForum.org

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Introduction

The Freedom from Slavery Forum was established in 2013 to gather anti-slavery leaders from around the world to create a collegial space to coalesce, create partnerships, discuss promising practices, and develop a shared agenda for action. Participants have built relationships and prioritized actions in advocacy and collaboration with other sectors.

In 2021, the annual Global Forum was supplemented by a series of Regional Forums divided into the following regions: Latin America, North America and Europe, Africa, Asia, MENA, and the Caribbean. Last year's series took place online and provided opportunities to increase access, ensuring grassroots ideas and voices were amplified within the movement. The 2022/23 series are divided into three in-person Forums (North America and Europe, Africa, and the Caribbean) to increase collaboration between regional actors and three online Forums (Latin America, Asia, and MENA). The series will be closed with the global convening in May 2023.

The theme for the series is “Enabling Local Engagement and Global Synergies to Address Modern Slavery.” The respective agenda and expected outcomes were developed in consultation with survivors and other critical local and regional partners. Therefore, the focus will vary slightly for each region, responding to the situation and needs of each region.

General Objectives

The general objective of the Regional Forums is to explore and define key strategies for local engagements, identify the best approaches to revitalize the movement and increase resilience and resistance and determine the ways in which these engagements may inform the global synergies. The Forum serves as a collegial space to bring stakeholders together to unify in pushing forward the anti-modern slavery movement. The panels and workshops serve to discuss opportunities, challenges, and practices to promote strategies and actions to eradicate sex and labor trafficking in the regions.

Specific Objectives

The North America and Europe Regional Forum this year specifically provided a space to discuss the ways in which survivors can effectively share space with other movement actors to achieve the common goal and how to improve allyship. Furthermore, the goal was to develop and share strategies to ensure human trafficking and forced labor laws coming

online globally are backed by strong implementation guidelines, ensure impact for survivors and lead to long-term change and reduction of human trafficking.

Day One: Sex Trafficking and Survivor Engagement

Introduction

Historically, survivor engagement and leadership were not given sufficient priority in the movement against modern slavery worldwide. Survivors have not always been allowed the space to take control of the conversation but are often nudged in a specific direction based on what other stakeholders want to achieve.

Effectively addressing modern-day slavery through survivor engagement and leadership means empowering survivors by creating a safe space and equipping them with the requisite skills to be able to function not only in their capacity as survivors but as professionals while creating room and opportunities for them to lead and have a strong voice in the movement.

Empowerment is not a “one size fits all” concept, as empowerment means different things to different people. Some survivors may need formal education, while others may choose to learn a skill. At the same time, other survivors may choose to take a break for a period of time so they can heal. Whatever survivors say their needs are at any particular point in time, as much as possible, should be honored by all well-meaning actors in the movement.

Engaging survivors and prioritizing them and their voices in the fight against modern slavery can be beneficial in many ways, and it is worth exploring.

The first day was opened with a reflection on the current state of survivor engagement within the movement in the form of a facilitated discussion. Furthermore, there were four separate workshops throughout the day. Two of these workshops discussed the various ways survivors could be adequately engaged in the movement and how other actors who proclaim themselves to be allies can support these survivors in ways that take into consideration the needs of the specific individual. In accordance with the Forum's objective for the day, survivors led most of these discussions. They shared the ways in which they believed they could be best supported and made recommendations to allies on how best they could be allies while prioritizing survivors and creating a safe space for them.

The other two workshops focused on sex trafficking, specifically how this form of trafficking has evolved and has become predominant online, as well as how to combat it. An expert panel was also held whereby current trends of sex trafficking and strategies to end it were shared. The day was closed with an allyship pulse check in which opportunities for survivor engagement and successful allyship practices were discussed.

Speaker Overview

- **Forum Hosts:**
 - Paola Carmagnani | Canadian Centre to End Human Trafficking | Canada
 - Giselle Balfour | Free the Slaves | USA
- **Opening Remarks:**
 - Julia Drydyk | Canadian Centre to End Human Trafficking | Canada
 - Lara Powers | Polaris | USA
- **Moderator:**
 - Krystal Snider | Collaborative Community Solutions | Canada
- **Speakers:**
 - Julie Neubauer | Covenant House | Canada
 - Suamhirs Piraino-Guzman | Survivor Alliance | USA
 - Evelyn Chumbow | The Human Trafficking Legal Center | USA
 - Urmila Bhoola | University of Nottingham Rights Lab | UK
 - Parmela Vargas | University of Nottingham Rights Lab | UK
 - Natalie Boisvert | Fight 4 Freedom | Canada
 - Lillian Agbeyegbe | Polaris | USA
 - Olly Glasson | Modern Slavery and Human Rights Policy and Evidence Centre | UK
 - Marissa Kokkoros | Aura Freedom | Canada
 - Andrew Wallis | Unseen | UK
 - Cheryl Perera | One Child | Canada
 - Nancy Duncan | Enfant Retour | Canada
 - Kate Price | ACT Alberta | Canada

Summary of Day One

The first day of the North America and Europe Regional Forum focused on survivor engagement within the anti-modern slavery movement to learn from lived experiences and foster better allyship. Furthermore, a focus was placed on sex trafficking to understand current trends and strategize prevention efforts for the region.

The day was divided into two facilitated discussions, one panel, one research project, and two rounds of workshops with two simultaneous sessions.

The day was opened by **Julia Drydyk**, who talked about the energy it takes to work on this issue and the excitement to connect after the pandemic lockdown. Furthermore, she framed and defined survivor engagement and highlighted the vision of the Forum to create a safe and honest space for dialogue and open opportunities for transformative change to achieve unity and impact.

The first session was a facilitated discussion co-led by **Julie Neubauer**, who reflected on survivor engagement, care, and leadership within the movement. **Suamhirs Piraino** stressed the importance of having these spaces for thinking about global solutions to local problems and the relevance of survivor leadership. He brought up that much of the current work is being done based on assumptions rather than asking those who have experienced trafficking. He reflected on how allies can create communities with survivors without tokenizing survivors by building resilient relationships. **Evelyn Chumbow** gave remarks on survivor engagement and leadership. She brought up that trafficking affects everyone, but particularly Black and Indigenous People of Color. She indicated that survivors of the BIPOC community still struggle to have their voices heard. Finally, she explained why using the word “rescued” in the movement is problematic, as this is not the lived experience of everyone who experiences any form of modern slavery. Their presentation was closed by a Q&A session.

The Q&A session was followed by a presentation by research fellows **Urmila Bhoola and Pamela Vargas** from the University of Nottingham Rights Lab. Their project brings a new approach to legislative advocacy and reform addressing slavery and related exploitation. They presented a new tool for a database of domestic and international legislation of modern slavery in all of its forms and asked all participants to share their thoughts.

After a coffee break, the first round of workshops was opened. Participants got to choose between “Learning From the Experience of Survivors - Challenges and Gaps in Meeting Needs” and “Creating a Safe Space.” In the former, **Natalie Boisvert** shared her lived experience and road to recovery with a focus on the challenges she faced to recover and stay away from her past, as well as mechanisms that have helped her. In the latter workshop, **Lillian Agbeyegbe** explored organizations' needs to effectively engage survivors and what organizations can do to address systemic issues in the space and overcome the persisting barriers. She also addressed that survivors come with the experience and expertise to lead these spaces and that policy-makers still lack the understanding of what trafficking is, which prevents the formulation of comprehensive policies.

After lunch, the day's panel considered “Ending Sex Trafficking - Recruitment Strategies and Current Trends.” After briefly introducing the topic, the moderator, **Krystal Snider**, introduced the panelists. The first speaker, **Olly Glasson**, stressed the need to include more survivors' voices in policy-making and programming. As a survivor, she shared her experience of being trafficked and the trends used by traffickers nowadays. **Andrew Wallis** pointed out that we would only win if we were kind to each other. He reflected on the barriers stopping us from achieving the end of modern slavery by 2030. He also shared the trends of the demographics of modern slavery. He stressed the importance of paying attention to labor exploitation as it is an industry that impacts every aspect of our lives. **Marissa Kokkoros** talked about the work that her organization does and stressed that trafficking is rooted in inequality which makes it non-negotiable for countries to address disparities in order to combat human trafficking.

Following this panel, the second round of workshops took place. Participants chose between “Education and Prevention” and “Online Sexual Education - Risks and Opportunities.” **Nancy Duncan** and **Cheryl Perera** shared best practices of education and prevention based on the programs their organizations run. They also shared how the different needs of their beneficiaries lead to the adaptation of their programs in order to meet these. Both Nancy’s SHINE program and Cheryl’s organization OneChild Canada are directed toward children and parents to prevent exploitation. The second workshop was led by **Kate Price**, who first defined online sex trafficking and educated participants on current trends. Her colleague **Mark McDonald** addressed the issue of the use of data and the need to engage survivors in gathering and controlling data to understand better how human trafficking operates. Kate then synthesized the topics discussed during the workshop, such as data use and how frontline agencies can cooperate with law enforcement keeping in mind the well-being and the relationship of trust between survivors and law enforcement bodies.

The day was closed with a facilitated discussion led by **Suamhirs Piraino and Lara Powers**. In the allyship pulse check, they indicated that now more than ever, it is time for survivor leadership. Furthermore, they invited all participants to reflect on how to create a space for survivors that is safe and free from further exploitation.

Problems Identified

Absence of Survivors in all Fields of the Movement

Throughout the Forum, one of the main problems identified repeatedly was the absence of survivor voices. It was criticized that survivors are too often not taken into consideration when designing interventions and policies.

Inequality Among Survivors of Different Forms of Modern Slavery

There are internal disputes among survivors of different forms of modern slavery, the dispute being about how severe or not each form is and the resources that go into combating them. Speakers indicated an inequality in the coverage and attention between sex and labor trafficking. This becomes a problem as the two compete rather than unite to tackle the overarching issue.

Inadequate Treatment of Survivors

It was frequently mentioned that many organizations and allies cannot provide trauma-informed and survivor-engaging services to respond to survivors' needs and promote a resilient relationship between allies and survivors. A persistent problem that stretches throughout the entire movement is that of tokenism. Some organizations work with survivors just to fulfill the criteria of survivor engagement to receive grants. Too often, the survivors are not engaged in the actual programs. Organizations should not only hire survivors but also empower them to have a significant experience working with them. The key is asking them what they want. If we believe survivors can only provide services to other survivors, that also constitutes tokenism.

Related to this is the problem of discrimination when hiring survivors. A common practice is the need to self-identify as a survivor in order to be hired. Furthermore, asking for drug tests when other employees are not asked to undergo this shows the discrimination against survivors in the workplace. Both practices demonstrate that organizations do not care about their survivors more than they care about their stories, and often for selfish intentions.

Furthermore, the language used within the movement is often destructive. When working with survivors, asking them how they would like to be referred to is crucial. Not all survivors respond well to being called "survivors" or "having been rescued." The individual lived experience has to be considered.

Lastly, we must acknowledge that not all survivors want to work within the movement. Even those who have shared their stories are not thereby obliged to stay within the movement. Part of the movement is to help survivors thrive in their lives regardless of the path they choose to follow. We should support individual choices rather than turn our backs on those who may find their passion outside the movement.

Unequal Power Structures

While this problem is not exclusive to the anti-modern slavery movement or human trafficking, both racism and patriarchal structures remain a catalyst for exploitation. Racism is one of the root causes of human trafficking, considering the disproportional number of victims of color. Unfortunately, neither before nor during the Black Lives Matter movement was human trafficking recognized as a problem when in a vast majority of cases, BIPOC people are most affected.

Furthermore, violence against women is still too normalized nowadays, and it is one of the main reasons why sex trafficking isn't given the importance it should.

Lack of Emphasis on Mental Health

Considering the devastation that comes with working in the anti-modern slavery movement, burnout is a common issue. It is paramount to take care of ourselves, especially when working with survivors of human trafficking. This serves both to come to terms with the realities survivors had to endure as well as to set an example of self-care. Setting boundaries is one of the most important acts of self-care to transition out of the job each day successfully.

Climate Change and the Exacerbation of Modern Slavery

The climate change crisis has made hundreds of thousands of people more vulnerable. Changing conditions have forced people to migrate, placing them in vulnerable conditions that result in many falling victim to modern slavery. It is time to stop seeing this problem as if it doesn't impact collateral issues such as human trafficking. As climate change evolves, so too does human trafficking.

Sex Trafficking vs. Consensual Sex Work

It has become more difficult for law enforcement bodies to differentiate between those being sexually exploited and those who are consensual sex workers. Many times when conducting raids, sex trafficking and sex work are confused. This creates an even more complex relationship between law enforcement bodies and sex workers. Furthermore, this implies the waste of resources to combat online sexual exploitation.

Luring

Luring can be defined as a part of the grooming of underage individuals whereby the trafficker uses online communication to gain the victim's trust in an attempt to commit (sexual) offenses. A lack of protection in the most popular online platforms is a persistent problem that enables online sexual exploitation to continue and exacerbate.

Solutions Proposed

Engage (Local) Survivors

In order to overcome the problems mentioned above, it is important to engage survivors in all areas and during all stages of fighting modern slavery. Furthermore, it is crucial to work

with local survivors rather than only granting a platform to those survivors who are popular in the movement. Furthermore, it is crucial to help survivors build leadership within the movement instead of seeing them as competition. Next to their skills, survivors can bring their lived experiences to the table and help design better interventions and policies.

Ensure All Work is Survivor-Centered

It is crucial to ensure that all work within the anti-modern slavery movement is survivor-centered and trauma-informed. According to conversations during the Forum, the best way to ensure ethical survivor engagement is to explore each survivor's need and meet them where they are. Each survivor will bring unique beliefs and needs that must be addressed, considered, and respected.

Related to this, political and/or religious bias can have serious consequences when working with survivors, especially in the early stages after their exploitation. The bias can shape how survivors acknowledge themselves and set expectations for what survivors are expected to feel and how to express themselves. Thus, religion and politics should be left outside the room regarding survivor engagement to avoid coercion and physiological abuse.

It was reported that one of the main reasons why victims and survivors struggle to reach out for help is fear of judgment. Thus, it is paramount to build relationships with survivors in order to create effective allyships. To achieve this, these relationships must be built on the foundation of trust by providing survivors with a safe space to express themselves and tell their stories.

Furthermore, allies must provide survivors with opportunities regardless of being survivors. Some survivors do not necessarily want to be recognized as survivors or even work directly in survivors' services. Giving them the opportunity to thrive in whichever area they decide to is key to survivor engagement. Allies should not dictate to survivors how to share their stories and should not use them to embellish or diminish some parts of them. Allowing survivors to share how and when they want to share is the only ethical practice.

Increasing Efforts to Prevent Labor and Sex Trafficking

While a lot of the conversation during the first Forum day revolved around survivor engagement, participants emphasized the need to focus on preventing human trafficking. Ideally, the work should center around not having any more victims of any form of human trafficking. Yet, not enough work is being done to prevent individuals from falling victim to modern slavery. Engaging survivors in prevention efforts against both labor and sex trafficking is crucial.

Creating a Slavery in Domestic Legislation Database

Such a database explores the trends and failures of domestic legislation in the 190+ states that are members of the United Nations. It explores constitutional, criminal, and labor legislation. It assesses whether the countries also have laws in place if they are signatories of International Conventions on modern slavery. This can help share best practices and serve as a domestic advocacy instrument to push for policy reforms.

Increasing Online Monitors

A large and increasing number of predators have a vast presence on the internet, but their activity often goes unseen due to the lack of online monitoring. These monitors can help identify human traffickers and prevent new victims from falling under this modality. Furthermore, it was shared that social media companies protect their users and investigate suspicious activity.

Putting Price Tags on Sex Trafficking

Sometimes, to get the government's attention, advocates must be able to indicate the economic impact of sex trafficking in terms of how much the issue can cost the government. Unfortunately, more often than not, governments pay more attention to organizations when they talk in terms of cost. This also helps to have a sense of how disproportionate the response of the governments is compared to the volume of dollars that sex trafficking moves.

Reduce the Barriers to Increase Survivor Engagement

One of the leading suggestions for increasing survivor engagement is to put diversity, equity, and inclusion (DEI) practices into place. This allows for an increase in applications by survivors for positions within our organizations and prioritizes persons with lived experiences. These practices can help reduce the barriers to increase survivor engagement.

Working with Companies to Create Opportunities for Survivors

It was suggested to encourage companies to create opportunities for survivors who prefer working with a different entity than the organizations within the movement. Companies should thus have budgets to hire survivors and provide them with training. Organizations within the movement should work with companies to overcome their resistance to working

with survivors. Additionally, organizations should help survivors develop transferable skills to enter the workforce outside the sector.

Day Two: Labor Trafficking and Survivor Engagement

Introduction

The International Labor Organization (ILO) estimates that there are 24.9 million people worldwide who are victims of forced labor. Of these, 16 million are exploited in the private sector, such as domestic work, construction, or agriculture. And nearly 1 in 4 is exploited in a country other than theirs.

This number continues to grow because there is a huge market for exploited labor. Almost, if not everybody, has had and continues to play a role in the continuity of labor trafficking through our use of technological gadgets, fashion brands, and even the food we consume. Every time we choose the faster and cheaper option for the goods and services we patronize, we should know that an unknown hand has to pay the price.

Governments and civil society are not oblivious to the situation. The United States of America is no exception. Border control laws are in place that prevent the importation of goods suspected to have been produced through labor exploitation. An example of this is achieved by flagging such goods and withholding their release order, thus forcing them to go back and change the conditions of their production. Albeit this, amongst other measures that are in place, they have not been very effective as trade communities do not appreciate it as a human rights issue but rather view this fight through the lens of a vendetta against their profits. In addition, there seems to be an absence of an appetite to enforce the laws as well as a lack of manpower to enforce them. What more can be done to ensure that laws in place are effective in combating modern-day slavery?

The main objective of the second day was to discuss labor trafficking, especially in global supply chains, and the steps taken to combat it. In addition to discussing the effectiveness of measures put in place, the barriers to their successful implementation were discussed. As it was on the first day, there was a focus on the voices of survivors (and workers) in drafting and designing policies to fight labor trafficking. Again, a magnifying glass was held to some country policies (especially immigration policies) that foster labor trafficking.

Speaker Overview

- **Forum Hosts:**
 - Paola Carmagnani | Canadian Centre to End Human Trafficking | Canada
 - Giselle Balfour | Free the Slaves | USA

- **Introduction:** John Richmond | Former Ambassador-at-Large to Monitor and Combat Trafficking in Persons | USA
- **Keynote Speaker:** Cynthia Whittenburg | National Customs Brokers and Forwarders Association of America Educational Institute | USA
- **Moderator:**
 - Olivia Smith | McGill University | Canada
- **Speakers:**
 - Dan Karlin | GoodWeave International | USA
 - Agatha Schmaedick | Human Trafficking Legal Center | USA
 - Loly Rico | FCJ Refugee Centre | Canada
 - Ronny Marty | Independent Anti-Human Trafficking Consultant | USA
 - Angie Peltzer | US Department of Labor | USA
 - James McLean | Canadian Centre to End Human Trafficking | Canada
 - Erin Phelps | The Freedom Fund | USA
 - Agatha Schmaedick | The Human Trafficking Legal Center | USA
 - Jovana Blagovcanin | FCJ Refugee Centre | Canada
 - LaTina Marsh | Office to Monitor and Combat Trafficking in Persons | USA
 - Tegan Hare | Office to Monitor and Combat Trafficking in Persons | USA
 - Jose Alfaro | Independent Lived Experience Consultant | USA
 - Evelyn Chumbow | The Human Trafficking Legal Center | USA
 - Bukeni Waruzi | Free the Slaves | USA

Summary of Day Two

The second day of the North America and Europe Regional Forum focussed on steps that various organizations have taken to help combat labor trafficking by taking into consideration the various levels in the supply chain, as well as mechanisms to improve survivor engagement therein.

The day was opened by an introduction by **John Richmond**, Former USA Ambassador-at-Large to Monitor and Combat Trafficking in Persons. He presented an overview of the situation to bring all parties involved to the same page.

Cynthia Whittenburg from the National Customs Brokers and Forwarders Association of America Educational Institute followed with a keynote address on “A Case for Addressing Forced Labor in the Supply Chain in the US: Perspectives from Businesses, Policymakers, and Carriers.” She presented the statistics of forced labor in the United States and the history of the government's role in combating forced labor.

Afterward, the panel of the day on “Survivor Engagement and Allyship in the Anti-Labor Trafficking Movement” was introduced by **Olivia Smith**, who then introduced the panelists.

The first panelist **Dan Karlin** introduced his organization GoodWeave and outlined some steps they have taken in the fight against human trafficking. GoodWeave is an anti-labor trafficking organization that focuses on child labor. Their mission is to permanently prevent child labor in global supply chains, focusing on India and Nepal. They can achieve this by conducting unannounced audits at all levels of the supply chain. They work with brands that admit the presence of child labor in their supply chain and are willing to identify and eradicate it. They also work to make consumers aware that child-labor-free products can be purchased. They also ensure that children of school-going age are in school and work to identify those who may be likely to drop out and work to keep them in school.

Loly Rico highlighted how Canada is left behind in the fight against human trafficking. Her focus was more on the ways in which Canada's immigration policies create an enabling environment for labor exploitation and trafficking to be perpetuated. Some immigration laws like closed immigration that ties an immigrant to their employer, temporary migrant worker rules, and the working conditions for international students are all ways immigrants can find themselves in precarious situations. She calls on Canadian government agencies as well as civil societies to take a leaf out of the books of their counterparts who have made significant strides in combating labor trafficking.

Ronny Marty, an independent anti-human trafficking consultant based in the United States, shared some best practices for allies in their dealings with survivors of labor trafficking. He emphasized the need for transparency and honesty to build trust between survivors of labor trafficking and allies who are working to assist them in settling into their lives outside of being trafficked.

Agatha Schmaedick spoke about allyship in the anti-labor trafficking issue. She spoke of her experience working around the world. She asked what allyship is. She reflected on how she could be a trauma-informed lawyer and a better ally as a general example for everyone working in the movement. She indicated that now is a pivotal moment also to be part of the labor movement and the migrant movement as they stand close to the anti-labor trafficking movement.

After the panel discussion, the first round of workshops took place whereby participants had the option between "Addressing Root Causes of Labor Trafficking" and "Strengthened Protection For At-Risk Populations, Including Nationals, Non-nationals, and Other Marginalized Communities." The former was led by **Angie Peltzer**, who led a group discussion on the most common cause of labor trafficking. The group also came up with recommendations on what to do and what not to do when engaging with survivors. The latter facilitator was **James McLean**. Those participants who joined this workshop considered the most prevalent economic and social barriers to addressing forced labor effectively and proposed some solutions to overcome these barriers.

A second round followed the first round of workshops. **Agatha Schmaedick** and **Erin Phelps** discussed “New Legal Tools to Address Forced Labor in Supply Chains,” and **Jovana Blangovcanin** led a session on “How Immigration Fuels Trafficking Risks.” Agatha and Erin went through definitions in the forced labor movement language before leading a conversation on supply chains and the legal tools that exist in the US to combat labor trafficking. They also shared several successful cases on trials involving forced labor. Jovana spoke about workers' permits and how the programs in place fuel the risk of labor trafficking. She emphasized the importance of sharing information with migrants before they embark on their journey to prevent them from falling victim to forced labor in the destination country.

After the workshops, **LaTina Marsh**, **Jose Alfaro**, and **Evelyn Chumbow** facilitated a group discussion on “Amplifying the Voices of Survivors and Allies Moving Forward.” They invited all participants to reflect on the definition of an ally and what it means to be a good ally and explored examples of allies and survivors working together. Considering Jose’s and Evelyn’s experience as survivor leaders, they were able to share some good and bad practices they had witnessed in the movement and urged all allies to do better. **Ronny Marty** joined the conversation to place a focus on the labor trafficking movement, where international attention within and outside the movement is lacking.

After a final coffee break, the participants returned to conclude the North America and Regional Forum and discuss ideas for the next Forum. This session was led by Bukeni Waruzi, as Executive Director of the convening organization, Free the Slaves.

Problems Identified

Lack of Genuine Allyship

Throughout the Forum, the most persistent criticism of the movement was the lack of sincere allyship. Especially when working with survivors, it is crucial to integrate them in the design and implementation meant to help victims and survivors of human trafficking. Organizations need to strengthen their capacities to work with survivors as equal colleagues rather than as victims in need of rescue. Rather than working *for* survivors, stakeholders need to work *with* survivors. The movement needs to be better at coming together and making the changes we want to see in the sector.

Lack of Attention Paid to Forced Labor

It was criticized that the movement and general efforts to eradicate human trafficking fail to give labor trafficking the attention it requires in order to tackle it. For example, it is commonly expected for women to be victims of sex trafficking. Still, no one pays attention to the trafficking of young people and women for forced labor purposes.

Another example is the lack of attention paid to international students as potential victims of forced labor. International students are believed to come from wealthy families abroad as they pay higher tuition fees, but this is not always the case. Many times families spend their life savings only to be able to send their children to school in the regions, which makes them a target for forced labor.

Furthermore, domestic workers are one of the most vulnerable to fall under forced labor, yet there is no special legislation to protect their rights. Protecting domestic workers' rights is protecting potential forced labor victims.

Additionally, governments and policy-makers lack the political will to address forced labor nationally and internationally. Despite the fact that there is a big lobby from the farm and agricultural sector, there needs to be a push and mechanisms to hold the governments accountable. It is known that eliminating forced labor implies a big economic adjustment in the pricing of goods and services. Nonetheless, it is a fight that governments need to fight to guarantee workers' human rights. The governments and politicians lack willingness to confront the agricultural sector is one of the main reasons why forced labor is still a reality. Being the agricultural sector with big powers, the government sometimes prefers to look the other way instead of tackling the problem by its source.

Traffickers are Always a Step Ahead

To increase the success of the anti-modern slavery movement, we need to catch up with human traffickers, who always seem to be one step ahead. Often traffickers have a high level of manipulation of the victims of forced labor. They often convince victims that people trying to help are taking away their livelihood and, thus, keeping them from getting the help they need. The movement needs to find a way to counter this.

Racism and Classism Also Prevail in Forced Labor

There is a presumption that because a person comes from the Global South, they will be thankful to do exploitative work because it is better than what they were coming from. This results in forced labor conditions for a lot of migrant workers. Naturally, this belief is not true and deeply rooted in racism and xenophobia.

Furthermore, just like in other contemporary movements such as Black Lives Matter and Me Too, white fragility exists among those who work in the anti-trafficking movement.

Social Cultural Factors Affect Domestic Workers

In many cultures, forced labor takes place within the family, leading to victims of forced labor, as well as perpetrators - the family members - believing this treatment is normal and cannot be considered a job. There must be legal involvement in these situations. Furthermore, the workers need access to an agency they can approach to find out about their rights, as well that can help them enforce them.

Climate Change

Climate change increases the vulnerability of several groups to extreme forms of exploitation. Initially, the link between natural disasters, such as droughts, and the increased vulnerability of some populations were more readily identified. However, the gradual impact of climate change is much less obvious. For example, changing temperatures tend to become more and more extreme, affecting harvests. This affects the gradually forced displacement of the population, especially the younger population, who leave in search of work in the artisanal and/or illegal gold mines. The level of servitude and forced labor, and sexual exploitation increases, especially in these particularly affected areas.

The Neoliberal Approach to Economic Development

The economic model that most of the international economy currently functions under bases itself on the competition for the cheapest labor. This economic model prepares the ground for labor exploitation as it only focuses on the production of cheap goods without considering the ethics behind cheap production.

Lack of Awareness Among Agencies and Other Service Providers

There are knowledge gaps in service providers of migrant services and a lack of understanding that need to be tackled regarding forced labor. There needs to be more accessible information for survivors.

Home Health Aids are the New Domestic Workers

Many people working in homes to provide health aid for elderly people or people with disabilities do so under irregular conditions. In some states of the U.S., they are held on unreasonable work contracts in which they have to pay a significant amount of money if they break their contract or quit. They are also put in the position of doing work only registered nurses are qualified to do, such as administering medications and shots.

Lack of Accessible Information Available

One of the barriers for survivors accessing resources and information is the language barrier. The Forum participants emphasized the need for materials and services in the survivors' language. Also, using unconventional channels like social media are good resources for improving outreach to people facing exploitation.

The Influence of Companies

Corporations have a lot of power to influence at a political level - often more than non-governmental organizations do. This creates an imbalance of power when trying to combat forced labor. Establishing a global system is a big challenge, as corporations have more resources than international non-governmental organizations. Thus, companies need to join the anti-modern slavery movement in order to improve its success.

No Coherence in Anti-Forced Labor International Laws

If the laws between the different countries are inconsistent, it is easier for companies to just take their products to other countries where there is no legislation against forced labor. Countries must work together to impose legislation that leaves no room for forced labor practices.

Insufficient Victim Protection

The fact that being a witness to a forced labor case can imply a threat to the physical integrity of the person is often not taken seriously enough. While the United States has a witness protection program, this is not true for numerous other countries, especially in the Global South. Fear can thus hinder the successful prosecution of perpetrators of forced labor.

Competition Among Allies and Survivors

Unfortunately, the movement sees a lot of competition between survivors and allies regarding who works more or does more in the movement. We must not forget that everyone comes from a different place and that we all have different things to contribute to the movement. There is no need for competition when so many things in the movement need to be addressed and can benefit from the expertise of both survivors and allies. Competing will only hinder the progress we make.

The Sensationalism of Human Trafficking in the Media

Many media outlets sensationalize survivors' stories to gain views and readers. Some may even go to the lengths of manipulating or changing the stories. One thing allies can do is to train survivors and the media to work together in making stories that honor the lived experiences of survivors.

Solutions Proposed

The proposed solutions include both recommendations given by panelists and strategies discussed during the working sessions of Day Two.

Restitution of Victims

Participants called on corporations to comply with business and human rights principles where restitution for victims is a central part. The United States has legislation for this in place that falls under the Department of Justice and can be used as a model for other countries to follow.

Improving Governance

To solve the problems identified throughout the Forum, improving governance is crucial for all countries in the region. Thereby standards to incorporate the voice of victims of forced labor are paramount to the good governance of organizations that combat forced labor.

Gathering Data From Survivors to Inform Policy-Making

Gathering the stories and data of survivors to share with the government to inform policymaking is one of the things organizations can do while working with survivors. Usually,

the government is disconnected from the roots that cause forced labor, and survivors can be critical to informing policy-making. This, in turn, can then be applied to prevent others from falling victim to forced labor or modern slavery in any of their ways

Provide Trauma-Informed Care

Anyone working with survivors needs to be at least trained on how to respond in a way that is trauma-informed. Survivors carry traumas from their lived experiences with them, and they shape every aspect of their lives. Providing trauma-informed care honors survivors while at the same time acknowledging that their lived experience is crucial for the success of the movement.

This is related to the importance of working with and not for survivors. A spirit of “saviors” in the movement keeps survivors from becoming fully empowered to take ownership of their lives. Allies need to learn when to step up and when to step down and allow survivors to be their own leaders.

Moreover, law enforcement agents need to be trained to be trauma-informed. Too often, the law enforcement agents in charge of forced labor have little to no training on the subject, let alone in trauma-informed service. Law enforcement agents are often the first point of contact after a victim of human trafficking leaves their exploitative situation, so it is imperative that they are not re-traumatized and can find trust in the system.

Lastly, allies should increase their efforts to provide therapy for those with lived experiences. The majority of survivors carry trauma from their experiences and have little to no access to resources to access therapy. Taking care of the mental health of those with lived experiences is important.

Transparency

When working with survivors, always being as transparent as possible is best. It is important not to make promises we cannot keep. This can break the trust of survivors, re-traumatize them, and make it more difficult to work together in the future.

Empower Survivors

Empowering survivors can take on different forms and depend on the needs of each individual survivor. It is important for all allies to provide the tools they need to succeed in their endeavors, even if their preferred work is not related to survivor engagement within the movement. Sometimes giving them the tools to succeed in life is all a survivor might need.

Furthermore, it is important to avoid creating a dependency for the survivor, be it on a specific organization or government program. Instead, allies need to work to empower survivors to get their lives back, find meaning, and thrive.

Furthermore, it is always best to ask survivors directly instead of just assuming. This concerns their identities, as well as their knowledge levels about certain things. It is humiliating to assume survivors are unaware of certain things, and allies should always ask them in advance.

Additionally, survivors want their voices to be heard, and allies need to do their best to listen and to provide spaces to give them the opportunity to express themselves.

Leveraging Technologies to Address Forced Labor

It was recommended that governments should leverage technologies to increase their outreach into the migrant sector. This can also help with the provision of information necessary to avoid falling victim to forced labor. During the Forum, one participant shared their app that provides immigrants with information about forced labor, housing, etc. which helps them get acquainted with the new environment and their rights.

Furthermore, using databases of migrant workers is a good tool to keep up to date on the flow of immigration and the conditions in which these people are working. Such a tool can help governments to have trauma-informed interventions.

Providing Helpful Materials

Considering the need to reduce the bureaucracy levels to access information, we must provide comprehensive materials to people with low educational levels, as well as in those languages accessible to the service seeker.

Abandon the Need for Self-Identification

Not all victims or survivors of trafficking want to be identified as such. It is critical to diminish the need for self-identification to be eligible for certain services. Furthermore, the current procedure to access authorities' services without identification can take up to two years, which means that victims and survivors suffer unnecessarily and are pushed into uncomfortable situations.

Cooperation With the Labor and Migration Rights Movement

The anti-trafficking movement can benefit from leveraging its relationships with other movements, such as the labor movement and migration movement. There have been positive outcomes from working with the migration movement by bringing information about forced labor and distributing it among participants of both movements. Considering the intersectionality of human trafficking and modern slavery, it is important to coordinate efforts to eradicate it with other movements that battle similar and related issues.

Implementing Strategic Litigation

Strategic litigation concerns implementing a new law and seeing how the court will implement it. These cases can take many years and resources. In order to be strategic, it is important to choose the cases that will be investigated wisely as financial and time-intensive efforts go into the cases. Furthermore, it should be considered how the chosen cases will impact other potential cases. The movement needs to come together to establish funds for these litigations.

Ban Products Tainted with Forced Labor

Governments need to increase their efforts to ban products tainted with forced labor. The United States and European Union established regulations that ban those products, but more countries need to follow them. Furthermore, the monitoring mechanisms must be improved. Civil society organizations can also engage the public to raise awareness about forced labor in the supply chains of their consumer goods.

Promoting Corporate Responsibility

The movement must increase pressure on corporations to improve their corporate social responsibility. During the Forum, participants shared their willingness to support partners, especially in the Global South, with know-how on conducting research on violations of anti-trafficking laws. Furthermore, all stakeholders can offer support to implement regulations to be able to assess corporate behavior and push for corporate responsibility.

The Need to Create an Ecosystem-Building Program

It was emphasized that stakeholders need to think about the ways in which they collaborate with organizations from the Global South to avoid extractivist practices. One example is how organizations extract evidence of forced labor cases from communities to take them back to

courts in the North. There needs to be an ecosystem built that allows local organizations to lead the cases in their home countries to empower those affected and avoid continuously extracting from these countries.

Provide Opportunities for Organizations to Receive Feedback

It is an important part of working with survivors that organizations should look to care for the well-being of the person with lived experience they work with. Many times survivors feel utilized as tokens by the organizations they work with, and having an open channel of communication is key to guaranteeing the well-being of survivors

Main Outcomes of the Forum

The main outcomes of the Forum were established considering how well-expected outcomes were met and based on the feedback received by participants.

Participants were thankful for having these conversations, as survivors have a lot to say, and this Forum allowed them to express themselves and hear different perspectives on many subjects related to modern slavery. One of the main takeaways from this conference is that it has given participants the courage to do the same in different spaces.

Participants also felt very humble and privileged to be able to participate and listen to the stories of survivors and share the space with them. One of the highlighted aspects was the presence and participation of survivors compared to other Forums.

The participants proposed discussing sex trafficking and forced labor together in the future. Furthermore, they appreciated the connections that they have been able to have thanks to the Forum. Nevertheless, they would have liked to have the space to introduce all of the participants and have the space to get to know each other. They also appreciate the level of respect with which survivors were treated.

One of the proposals that came from the participants was to give an introduction to the subject of forced labor. The terminology differs per country, and giving examples and definitions can help better understand the subject.

Furthermore, participants argued that European representatives should have had more presence as their approach to the problem is completely different from the U.S. and Canada, so there is much to learn from each other. Moreover, there was doubt about Mexico being part of the North American region, and participants proposed that for the Global Forum, there is a space for discussion among representatives of Canada, the U.S., and Mexico individually.

Participants also appreciated the format of the panels, which allowed an interactive approach to the different subjects that were discussed. They congratulated the team for integrating the recommendations from the Global Forum in Marrakesh.

Over the two days, the momentum that the subject has was clearly there, and Free the Slaves will make sure that the conversations continue beyond the Forum and that feedback is implemented.

The Forum also poses the question of how the movement will work with corporations and make them part of the conversation.

Next Steps

Participants left the Forum with increased knowledge about forced labor and sex trafficking in North America and Europe, which included detailed information about key indicators that enable the identification of forced labor, root causes of forced labor, legislation, and survivor engagement. Furthermore, international frameworks were presented, and ways to increase the involvement of companies in the fight against human trafficking and labor exploitation were discussed.

Considering the connections and partnerships that were established because of the Forum, we hope that participants benefit from the corporations formed and push the anti-slavery movement forward.

This Forum was one of the Regional Freedom from Slavery Forums, the rest of which took place throughout the rest of the year and into the next year. It was followed by the Africa Regional Forum in Kigali, Rwanda, in November 2022, as well as those for MENA and Asia held online in December 2022 and January 2023, and the Caribbean Regional Forum in Trinidad and Tobago before concluding with the Global Forum in the Dominican Republic in May 2023. To continue following along with each regional Forum, please watch our [website](#) and follow us as we live-tweet each event at [@FFS_Forum](#).

Participation and Evaluation

Across the Forum, 68 individuals from five countries (Canada, US, UK, Spain, and Kenya) came together in Toronto. Furthermore, an additional 54 people from nine countries participated online after 76 had originally registered.

An evaluation form for feedback was sent out after the Forum. The participants were generally content with the quality of the Forum, audio and video, as well as interpretation services, accommodation and catering, as well as general logistics. 100% of all participants stated that they would attend the Forum again.

Furthermore, many participants stated their appreciation for the opportunity to have an open conversation with survivors and the chance to network with stakeholders from the region. A vast majority (83.3%) shared that they were able to form new connections that would help their work in the future.

Participants were also asked for suggestions of topics for the next North American and European Regional Forum. Some of their answers are shared below:

- The role of international NGOs based in the regions
- Ways to identify red flags in our work fields
- Data and continued focus on allyship
- Getting mainstream development nonprofit organizations to come together with this movement
- How to include the private sector
- More on supply chains
- How Global North groups engage with Global South groups
- More on migration, gender, and climate
- More on the funding/philanthropy landscape
- More labor/worker rights groups
- Mental health and human trafficking
- The intersectionality of poverty and human trafficking, as well as racism and human trafficking

Speaker and Presenter Bios



Agatha Schmaedick is the staff attorney at the Human Trafficking Legal Center. She is a labor and human rights advocate with over fifteen years of experience both in the United States and internationally.

Prior to joining the Human Trafficking Legal Center Schmaedick was a founding staff member of the Worker Rights Consortium (WRC). For over seven years, Schmaedick served as a Field Director and ultimately as the Director of Field Operations for the WRC, investigating and implementing code compliance at dozens of factories across Asia and other parts of the globe. As a staff attorney of the Asian Pacific American Legal Resource Center, Polaris, and most recently at the University of Maryland SAFE Center for Trafficking Survivors, Schmaedick has served numerous survivors of labor trafficking in seeking immigration relief, as well as, pursuing their civil remedies under the Fair Labor Standards Act and the Trafficking Victim Protection Act.



Andrew Wallis is the CEO of Unseen UK. What ultimately compelled him to act was a report on how people from Eastern Europe were being trafficked through Bristol airport to the USA. Kate Garbers, who went on to be an Unseen Director, wrote to all the city councilors, MPs, and the Police Chief Constable, challenging them on the issue. The challenge came back to them: this city needs safe housing for trafficked women. And so Unseen began.

But they never wanted Unseen to be just about safe housing. They wanted to end slavery once and for all, and that remains their driving focus.

He chaired the working group for the Centre for Social Justice's landmark report "It Happens Here: Equipping the United Kingdom to Fight Modern Slavery". This is now acknowledged as the catalyst behind the UK's Modern Slavery Act of 2015. It was a great honor for him to be awarded an OBE in the Queen's Birthday Honors that year. On the other hand, he's also been described as "the loveliest disrupter you could ever hope to meet".



Angie Peltzer is the Division Chief of the Office of Child Labor, Forced Labor, and Human Trafficking's Asia, Middle East, Europe Division in the U.S. Department of Labor's Bureau of International Labor Affairs (ILAB). Ms. Peltzer's team designs, funds, and manages a portfolio of technical assistance projects to combat child labor and forced labor in the region. In addition to Angie's 8+ years at the Dept of Labor, she has also worked in the private sector for companies like Kimberly-Clark, Google, and Kohler Co. where she recently led Kohler's Social Impact Marketing and managed their Global Innovation Incubator for Good "the I-Prize." Angie received a Bachelor Degree in Political Science from Gonzaga University, a Master's Degree in South Asian Studies from Lund University and a Master's in Business Administration from the University of Wisconsin-Madison.



Bukeni Waruzi is the executive director of Free the Slaves. He works closely with the board, the global team, and headquarters to provide strategic leadership and set a vision for one of the world's most widely-known and respected anti-modern slavery organizations.

Waruzi has documented human rights abuses, designed and implemented advocacy campaigns, made public presentations around the world, and trained hundreds of human rights advocates and activists in Africa, Asia, the Middle East, and the Americas.

Waruzi has spoken to high-level audiences including the United Nations Security Council, the International Criminal Court, and the Children's Caucus of the U.S. Congress. He currently represents anti-slavery groups as a civil society member of the Global Coordinating Group of Alliance 8.7, the global initiative to attain Sustainable Development target 8.7, the end of child and forced labor worldwide.

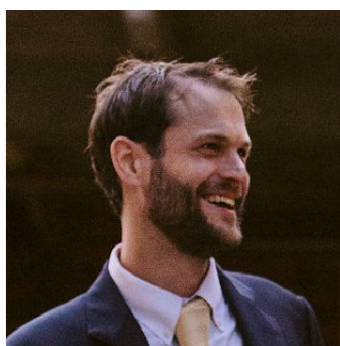


Appointed to the Order of Ontario, distinguished as a World Economic Forum Young Global Leader, and Canada's Most Powerful Women: Top 100, **Cheryl Perera** is an international children's rights advocate. She is the Founder and President of OneChild, the first organization in the world to empower children and youth to combat the sexual exploitation of children (SEC) through prevention education, advocacy, survivor care, and survivor empowerment, benefiting over 91, 000 in 11 countries.



Cynthia Whittenburg is the Associate Director of the National Customs Brokers and Forwarders Association of America (NCBFAA) Educational Institute (NEI). She has decades of experience with U.S. Customs and Border Protection (CBP), where she served in senior roles in trade oversight, as well as having been Deputy Executive Assistant Commissioner in CBP's Office of Trade. Here, she drove key enforcement strategies over priority trade areas including antidumping and countervailing duties, intellectual property rights, import safety, textiles, broker compliance, forced labor, and trade agreements.

Now at NEI, she is involved in providing educational opportunities to the members of NCBFAA and the larger trade community in the areas of international trade, supply chain management, global logistics, customs brokerage, export transactions, transportation, attendant government regulation, and those areas of knowledge necessary to manage or advance a career path in a business providing services to those sectors.



Dan Karlin is GoodWeave International's Monitoring, Evaluation and Learning Manager. He is responsible for strengthening the evidence-base on the impact of GoodWeave's programs, supporting field teams with project monitoring, and gathering lessons learned that inform program design. Dan previously served as a Protection Officer at the United Nations High Commissioner for Refugees (UNHCR), where he monitored projects that aimed to reduce sexual violence in 12 countries, and led UNHCR's first research on the safety impacts of street lighting in refugee camps. With UNHCR, Dan led project evaluations in Uganda and Afghanistan. Previously, he was an Academic Coordinator at SquashBusters, a college preparatory program for at-risk youth in Boston. He holds a BA in Economics from Tufts University.



Erin Phelps is Senior Adviser to the CEO of the Freedom Fund, a non-profit that identifies and invests in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Her current role focuses on advising senior leadership and leading on strategy, advocacy and policy.

Previously, Erin spent five years mobilizing philanthropic capital for the Freedom Fund. She has also worked with a range of non-profit organizations including GoodWeave International, Lutheran Immigration & Refugee Service, and Adhikaar. As a Fulbright Student Researcher in Nepal, she conducted qualitative research on the effects of labor migration on young people. She worked with the Nepal Institute of Development Studies and IOM Nepal and presented her work at Tribhuvan University and the Nepal National Conference on Migration.



Evelyn Chumbow is a survivor of child labor trafficking turned anti-trafficking activist and public speaker who has focused her life's work on ending modern-day slavery, a crime impacting some 40 million victims globally. Chumbow was brought to the United States from Cameroon at the age of nine and forced to cook, clean, and care for her trafficker's children. She was never paid for her work, and any hope that she might escape was undermined by the constant beatings she received from her trafficker.

After years of captivity, she finally escaped and her trafficker was sentenced to 17 years in prison. Today, Ms. Chumbow works tirelessly to raise awareness and advocate for other survivors. She was appointed by President Obama to serve on the United States Council on Human Trafficking to his administration. Ms. Chumbow has also been invited as a speaker to numerous conferences. Furthermore, she has been awarded several honorable awards and in 2021, Ms. Chumbow was selected to be included in the launch of Voices of Freedom, an initiative created by StoryCorps and the Administration for Children and Families, in honor of World Day Against Trafficking in Persons. Ms. Chumbow serves as an advisor to human trafficking NGOs. Since 2015, she has worked at the law firm of Baker & McKenzie LLP in Washington, DC, where she has the opportunity to support human trafficking and human rights-related pro bono initiatives.



Giselle Balfour, Ph.D. is a native of Trinidad and Tobago. She has garnered over ten years of experience working with children and families impacted by various forms of child maltreatment, specifically child sexual exploitation. Prior to coming on board at Free the Slaves, Giselle served as the Project Director of the Envision Project at the Georgia Center for Child Advocacy, providing specialized reintegrative services to survivors of child sex trafficking survivors in Georgia, USA. Giselle recognizes that Modern slavery is an egregious abuse of one of life's most basic human rights and believes it is our obligation to continue this work until everyone is free.



James McLean is the Director of Research and Policy at the Canadian Centre to End Human Trafficking. In this role, he is initiating a series of original research projects, including one that is looking at how Crown and law enforcement can make better use of digital evidence to reduce reliance on victim testimony. Prior to joining the Centre, James worked with the Public Policy Forum, the City of Toronto, and as a Senior Advisor to Ontario's Minister of Education.



Ambassador **John Richmond** is a counsel in Dentons' Federal Regulatory and Compliance practice. Previously, he served as the US Ambassador-at-Large to Monitor and Combat Trafficking in Persons for the US Department of State. Ambassador Richmond's career has been spent at the intersection of law, policy, and human rights -- as a federal prosecutor, founding director of the Human Trafficking Institute, director of the International Justice Mission in Chennai, India, and as a US Ambassador. This includes strategy, compliance, internal investigations, and litigation in the area of ESG and supply chains, specifically international and domestic human trafficking.

Ambassador Richmond coordinated the US Government's efforts to combat trafficking on a global scale, working with multilateral institutions, law enforcement, and leading Fortune 100 executives to develop effective strategies to address supply chain integrity, trafficking in persons, and criminal prosecutions and investigations. At Dentons, Ambassador Richmond leverages his decades of relationships and expertise to support the Firm's US and global clients in their efforts to develop and implement effective compliance programs, respond to investigative demands in the US and abroad, and engage in legislative efforts on these topics. His experience as a prosecutor and close relationships to oversight committees on Capitol Hill also brings additional strength and depth to Dentons' White Collar and Public Policy practice groups.



Jose Alfaro is a consultant and Lived Experience Expert on Domestic Child Sex Trafficking, Public Speaker, Author, Advocate, and Activist. He has worked with several anti-human trafficking organizations around the globe, to spread awareness of trafficking, specifically within the LGBTQ+ Community and among males. He has been featured in several publications including Rolling Stone and has worked with law enforcement, DHS, and the DOJ to name a few.



Jovana Blangovcanin is the Anti-Human Trafficking Coordinator at FCJ Refugee Centre in Toronto and has assumed the role of the Toronto Counter Human Trafficking Coordinator in May. Through the Anti-Human Trafficking and Migrant Mobile Worker Program, Jovana supports precarious-status migrants who have experienced abuse in the workplace or exploitation in the form of labor or sex trafficking. Jovana continues to participate in advocacy efforts through the Toronto Counter Human Trafficking Network, Canadian Council for Refugees, and other various committees involved in migrant worker rights campaigns.



Julia Drydyk is the Executive Director of The Canadian Centre to End Human Trafficking (“the Centre”), a national charity dedicated to ending all types of human trafficking in Canada. A skilled and insightful researcher with a background in community engagement, policy development, and advocacy, Julia is focused on addressing complex social issues.

Julia began her tenure at the Centre as the Manager of Research and Policy, studying human trafficking trends, including who is being trafficked and how, as well as what conditions make trafficking possible in Canada.

Today, as the Executive Director of The Canadian Centre to End Human Trafficking, Julia focuses on mobilizing collective action by creating opportunities to connect and learn from each other and by building capacity at all levels.



Julie Neubauer is the Program Manager of Covenant House Toronto's Anti-Human Trafficking Services. She has been in this role since its inception in 2013. Since this time she has developed, implemented and now directly oversees CHT's vast services seeking to support survivors of sexual exploitation and sex trafficking. She is a member of a number of national, provincial, and local networks and working groups and is routinely sought by community partners and the media to speak about the experiences and key learnings of the past 8 years. She has been with the agency for just over 20 years and previous to this was a sexual health educator with Planned Parenthood of Toronto.

She holds a Bachelor of Education from the University of Toronto and an Ontario Teaching Certificate, as well as having earned her Master's of Education in Gender Studies from the University of London, England.

Her greatest education however has been working directly with the young women; the survivors and thrivers of Sexual Exploitation and Sex Trafficking. The daughters, mothers, sisters, and aunties of all of our communities. They are the pure definition of Fortitude, Beauty, and Promise.



Kate Price is the Executive Director of ACT Alberta, a seasoned fundraiser, and a non-profit strategist that is passionate about social impact work. Over the last fifteen years, she has worked at the intersection of altruism and innovation, raising millions for Canadian charities. She has held executive leadership roles with Discovery House Family Violence Prevention Society and Fort Calgary National Historic Site, and led Banff Centre for Arts and Creativity's flagship fundraiser, the Midsummer Ball Weekend. She is fortunate to sit on the Board of Directors for the National Access Arts Centre, Canada's largest disability arts organization.

Kate holds a Bachelor of Commerce from Royal Roads University, her Certified Fund Raising Executive (CFRE) designation, and is an MBA candidate with the University of Calgary.



Krystal Snider is the Executive Disrupter at Collaborative Community Solutions, a consulting and training firm based in Niagara. Having worked for feminist agencies for over ten years, and being a survivor of human trafficking herself, Krystal's focus is on addressing systemic barriers and root causes rather than relying on the same old band-aid solutions. Krystal has worked with the YWCA in Moncton, the Human Rights and Equity Department at Brock University, and the non-profit organization Women at the CentrE, and she currently sits on the board of directors for the Niagara Sexual Assault Centre. In 2019, she co-facilitated a workshop in Johannesburg, South Africa, at the World YWCA Council. For her anti-human trafficking work, she received the Niagara Top 40 Under 40 award in 2020 and was a finalist for the Greater Niagara Chamber of Commerce's Women in Business award in 2019.



Lara Powers is the Senior Manager of Program, Learning, & Impact at Humanity United and has been at the forefront of domestic anti-trafficking efforts for over ten years. Before her current role, she worked in a consultant capacity where she served as the Sr. Survivor Engagement Advisor and a core research team member for the National Survivor Study at Polaris. Lara has advised a wide array of non-governmental stakeholders promising practices for survivor-centered, survivor-led engagement in the anti-trafficking field, including the United Nations, the U.S. Department of Health and Human Services, and other leading institutions in the international anti-trafficking community.

Previously, Lara was the U.S. National Human Trafficking Hotline manager at Polaris, overseeing hotline case response; protocol and policy development; outcomes and impact management; and staff training, wellness, and professional development. She holds a Master of Arts degree in International Development from the American University's School of International Service.



LaTina Marsh has been with the U.S. Department of State since March 2009. She joined the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons (TIP Office) in March 2022. Before joining the TIP Office, Ms. Marsh served as a Branch Chief in the Office of Children's Issues, Adoption Bilateral Engagement Division. She has over 15 years of experience in domestic and international child welfare matters. Prior to joining the Department, Ms. Marsh served as the Executive Director and Family Liaison for a child development center in Washington, DC. She also worked as a case worker for the Choice Program and with Prince George's County Department of Social Services. For a short period of time, she worked as a probate officer for the D.C. Superior Court.



Dr. **Lillian Agbeyegbe** joined Polaris in 2018. She is the lead author of "Human Trafficking at Home: Labor Trafficking of Domestic Workers." She is a contributing author to the "Human Trafficking on Temporary Work Visas: A Data Analysis 2015-2017" and "On-Ramps, Intersections and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking." Currently, Dr. Agbeyegbe is coordinating a Safety Net Expansion Initiative - an upstream prevention project of Polaris's Strategic Initiative on Sex Trafficking, which is currently designed to reduce sex trafficking in 25 U.S. cities.

Prior to joining Polaris, Dr. Agbeyegbe worked on the issues that disproportionately affect women, including human trafficking, healthy housing, homelessness, domestic violence, HIV/AIDS, and female genital mutilation. She has served on many boards including the Maryland Network Against Domestic Violence (MNADV), She Rises Int'l Inc, Nigerians In Diaspora Organization (NIDO), and Court Watch Montgomery County. She is currently serving a third term as an appointee of Governor Larry Hogan on the state of Maryland Family Violence Council. She is a member of the Safety Advisory Council at Care.com.



Loly Rico, formally trained as a physiotherapist, started working with Down Syndrome children in El Salvador, becoming aware of how their human rights were abused, and how the tremendous needs of these children were not addressed by the government. Later on, she became more deeply involved in social justice in El Salvador. Upon arrival in Canada, through her own experience as a refugee, she became acutely aware of the situation of refugees in this part of the world. In 1991, she and Francisco founded the FCJ Hamilton House Refugee Project, with the invaluable support of the Sisters, Faithful Companions of Jesus. Loly has a deep understanding of what is involved in setting up a safe environment for a vulnerable group, one that invites them to rebuild a sense of self and gives them tools to regain lost confidence. She is currently Co-Director of the Centre, and head of the settlement services programme. In 2004, the City of Toronto awarded her the Constance E. Hamilton Award, for her unflinching commitment and contribution to women's rights and social justice. She also received the YMCA Peace Medallion.



Mara Vanderslice Kelly is the Executive Director of the United Way Center to Combat Human Trafficking. The Center to Combat Human Trafficking convenes the leading actors in the anti-trafficking field, along with business and civil society partners, to elevate, align and scale the fight against human trafficking and modern slavery.

Prior to joining United Way, Ms. Vanderslice Kelly served in President Obama's Administration for five years. She served as Deputy Director of the White House Office and Senior Policy Advisor to the White House Domestic Policy Council. In these roles, she helped lead the President's Advisory Council on Faith-Based and Neighborhood Partnership and her office's work to combat human trafficking.



Marissa Kokkoros is the Founder and Executive Director of Aura Freedom International. She's worked with human trafficking survivors for over 10 years, has consulted at different levels of the Canadian government, and is a key advisor for numerous anti-trafficking initiatives globally. Marissa is a feminist activist and feminist writer and her grassroots reports on gender-based violence, human trafficking, and child marriage have been featured internationally.



Born and raised in Montreal, Quebec, Ms. **Nancy Duncan** (she/her), was invited to join the Missing Children's Network as Prevention Officer in 2004. Over the years, her excellent work ethic, and inspirational nature eventually earned her the position of Director of Family Services of this noble organization. Ms. Duncan possesses over 18 years of experience supporting families in crisis, collaborating with law enforcement and community partners, and preventing child victimization.

Ms. Duncan also contributed to the publication of several safety documentation and developed tools and pedagogical resources to help prevent children from abduction, aggression, and exploitation. In 2017, Ms. Duncan and her team implemented SHINE, a bilingual education program tailored for children ages 8-13 years old whose aim is to prevent youth from running away and falling victim to sexual exploitation. To date, over 500 SHINE workshops have been presented and empowered over 50,000 students to develop the skills and knowledge needed to stay safe in today's wireless world.



Born and raised in Toronto, **Natalie Boisvert** has lived a colorful life. With work experience in various fields of employment, her main source of income was from working in the sex industry; 23 years to be exact. Though not much post-secondary education Natalie has earned a degree from the University of Life and Hard Knocks.

She has endured many struggles and faced many difficult battles over the years including (but not inclusive to) abuse, anger issues, drug and alcohol addictions, eating disorders, mental illness, PTSD, trauma, trouble with the law, and homelessness just to name a few.

Natalie has fortunately overcome these challenges through years of therapy but most of all through the power of the Holy Spirit; she is a proud born-again Christian. She was employed by Fight 4 Freedom as a Survivor Care Advisor and a Peer Support Worker.



Although **Olly Glasson** started her working life in the world of fashion and design, her experience of modern slavery gave her a passion for supporting other survivors and elevating their voices. Her journey has taken her through the removal of her right to work, living in a safe house, immigration struggles, and seeking justice in both the civil and criminal courts. “I remember counting out all the days between walking through my trafficker’s door, then finally getting my first day in court. 1,640 days. I still can’t believe I lived in limbo all those years”. The time spent in the system has given her a thorough knowledge of the UK support frameworks as well as a deep understanding of the shared feelings amongst survivors. She has engaged firsthand with the needs of beneficiaries, but also the multifaceted aspects surrounding the many different experiences of UK support systems. Olly began as a lived experience researcher for Anti-Slavery International, before becoming a policy and monitoring assistant. She then also joined the Modern Slavery Policy and Evidence Centre where she works as a Lived experience manager, working closely with survivors of modern slavery to ensure survivor voices are heard and included in the sector.



Dr. **Olivia Smith** is a Visiting Scholar at the Max Bell School of Public Policy, McGill University, she was also the 2021 O'Brien Fellow in Residence and Affiliate with the Oppenheimer Chair in Public International Law held by Professor François Crépeau. She is also a consultant on labor migration and human trafficking and the Executive Director of the Caribbean Anti-Human Trafficking Foundation, a member of the Working Group of Experts on Human Trafficking, Recruitment Agencies, Agents for The Commonwealth Parliamentary Association, London, UK, and a Gender Rights Specialized Team member, Amnesty International (Canada).

Dr. Smith has worked with several regional and international institutions. At CARICOM Secretariat she served as Deputy Programme Manager, Free Movement, and Labour. She was a Political Specialist at the US Embassy, Barbados, the Human Resources Development Expert for the European Union Delegation to Barbados, a Lecturer at the University of the West Indies in migration studies and served for twenty-six years as a Civil Servant in Barbados including ten years as an Immigration Officer, Government of Barbados.



Paola Carmagnani (she/her) is a Project Manager for the Canadian Centre to End Human Trafficking. She joined The Centre as Hotline Response Advocate and subsequently covered the position of Senior Executive Advisor.

Paola is an international human rights advocate with nearly twenty years of experience with international non-governmental organizations in Indonesia, Nepal, and India. She acted as Senior Advisor for the Policy Research Training Unit with Protection International where she supported the development of security and protection management strategies in more than 30 countries. She worked extensively in Thailand, accompanying community-based defenders and NGOs advocating for environmental and land rights issues in the SE Asia region. Previous to that, she served as a Human Rights Officer with Amnesty International in London and Geneva.



Mr. **Ronny Marty** is a leading survivor of labor trafficking. He is a certified public accountant, hospitality manager, and independent anti-human trafficking consultant. In December 2015, President Obama appointed Marty to the U.S. Advisory Council on Human Trafficking and he was reappointed by President Donald Trump. He served for 4 years on the council. He brought his knowledge and experience to advise and provide policy recommendations to the President's Interagency Task Force to Monitor and Combat Trafficking in Persons (PITF).

In 2021, he was appointed to the International Survivor Trafficking Advisory Council (ISTAC). He speaks before national, international, and media audiences to raise awareness of all forms of human trafficking within the United States, particularly highlighting the existence of labor trafficking. Marty has consulted with government agencies, including the U.S. Department of Justice's Office for Victims of Crime, on how to strengthen their anti-trafficking efforts. Mr. Marty has leveraged over 26 years of experience working with diverse ethnic groups and cultures to advance the hospitality industry. He is currently the CEO and founder of Marty Professional Cleaning Services.



Suamhirs Piraino-Guzman, is the Head of Programs at Survivor Alliance. Prior to joining Survivor Alliance, Suamhirs oversaw King County's largest publicly funded behavioral health initiative, the Mental Illness and Drug Dependency Tax Fund at the King County Department of Community and Human Services. Suamhirs was the Senior Program Coordinator at the International Rescue Committee, Suamhirs led the Washington Anti-Trafficking Response Network and the WashACT.

Suamhirs graduated from the University of California San Diego with a Master's in Psychology. He has years of experience developing curricula and providing training on trauma-informed care, mental health, human trafficking, evidence-based practices, and more to Child Welfare Systems and non-profit organizations across 38 states. As a male survivor and an expert in behavioral psychology, Suamhirs has been an active consultant for the Department of Justice Office for Victims of Crime, a subject matter expert Consultant for the Department of Health and Human Services National Human Trafficking Training and Technical Assistant Center, and the International Association of Human Trafficking Investigators, and is a member of the National Council for Community Behavioral Health. He was appointed by President Barack Obama to the United States Advisory Council on Human Trafficking and has worked with the United Nations and Vital Voices International to develop curriculum and training on engaging men in gender-based violence initiatives.



Tegan Hare joined the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons in 2016 to support the President's Interagency Task Force to Combat Trafficking in Persons and the newly formed U.S. Advisory Council on Human Trafficking. She then transitioned to focus on survivor engagement and worked with senior leadership to build the survivor engagement portfolio from the ground up. In 2019, Ms. Hare led the successful launch of a groundbreaking initiative for the U.S. Department of State to receive survivor expertise in its anti-trafficking efforts, the Human Trafficking Expert Consultant Network (Network). She manages large contracts that have allowed her office to continue providing critical support for the U.S. Advisory Council and to run the Network. Under her guidance and management thus far, the Network has helped shape several key Department anti-trafficking products, including the Trafficking in Persons Report. Ms. Hare also impacted legislation that authorized monetary compensation for members of the U.S. Advisory Council. Responsible for overseeing the development and delivery of training on how to understand and respond to trauma for staff in the Office to Monitor and Combat Trafficking in Persons, Ms. Hare works to ensure the Department's efforts are victim-centered, and survivor- and trauma-informed.