



10th Annual Freedom from Slavery Forum

“Enabling Local Engagements and Global Synergies for Addressing Modern Slavery in the Caribbean”

2023 Caribbean Regional Forum Report
February 6-8, 2023

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Special Thanks to the 2023 Forum Funders



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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: the Caribbean, North America and Europe, Africa, Asia, MENA, and the Caribbean. Last year's series took place online and thereby provided opportunities to increase access, ensuring grassroots ideas and voices were amplified within the movement. The 2022/23 series was divided into three in-person Forums (North America and Europe, Africa, and the Caribbean) to increase collaboration between actors in the region and three online Forums (the Caribbean, Asia, and MENA). The series ended with the global convening in May 2023.

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

For the Caribbean Forum, anti-slavery movement leaders convened in Port of Spain, Trinidad and Tobago. Over three days, the Caribbean Forum focused on the inclusion of survivors and indigenous people, as well as accessibility for people with disabilities in programs and policies targeting the factors that allow modern slavery to flourish in the region. Participants also discussed how to increase the number of perpetrators who are prosecuted, best practices for protecting survivors of modern slavery and human trafficking, and ensuring trauma-informed survivor engagement practices are used to create meaningful opportunities for survivors to contribute their expertise to the anti-modern slavery movement.

The days were split into three focus areas: prevention, prosecution, and protection. Each day included panel discussions, workshops, and facilitated discussions to enable knowledge-sharing and discussions among participants.

General Objective

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 forced labor in the region among stakeholders from different countries and sectors.

Specific Objectives

The Caribbean Regional Forum this year specifically served to promote collaborations at the regional, national, and community levels and discuss reference practices and lessons learned in the fight against forced labor. Furthermore, the goal was to identify strategies, proposals, and recommendations to eradicate forced labor in the region.

Day One: Welcome Reception and Prevention Day

Introduction

Preventing human trafficking is one of the most important tasks of the anti-modern slavery movement to ensure the eradication of modern slavery altogether. If no victim is trafficked, prosecution of perpetrators and protection of victims become obsolete.

However, the prevention of human trafficking is a difficult task. Considering the interconnectedness of modern slavery with other issues – poverty, lack of education, gender inequalities, etc. – it is impossible to prevent the trafficking of persons if the current system remains the same.

Nevertheless, there have been some success stories in the movement that have given hope that the prevention of human trafficking is possible. Thus, the first day of the Caribbean Regional Forum dealt with challenges and opportunities in the prevention of human trafficking.

First, the day opened with an official welcome reception. Some of the movement's leaders shared their thoughts with the participants, and Trinidad and Tobago's Minister of National Security emphasized the importance of the topic. Furthermore, a cultural performance honored the culture of the host country.

Thereafter, a keynote on prevention set the tone for the day. To set off the day on a positive note, a panel on promising prevention practices in the region followed. After a Q&A session, the participants got to choose to attend either a facilitated discussion on the barriers to effective prevention in the region or a workshop on how to tackle the issue of demand. This was followed by a second round of workshops during which the root causes of human trafficking and the identification of vulnerable groups, as well as recommendations and solutions for effective preventative measures in the region were discussed simultaneously. The day was closed with a facilitated discussion during which all attendees came together to develop a plan of action for effective prevention strategies for the Caribbean.

Speaker Overview

Welcome Reception

- Bukeni Waruzi | Free the Slaves | USA
- John Richmond | Former Ambassador-at-Large to Monitor and Combat Trafficking in Persons | USA
- Sylvie Bertrand | UNODC Regional Representative | Canada/Bolivia

- Dr. C. Justine Pierre | DPB Global | Canada
- Hon. Fitzgerald Hinds, M.P. | Minister of National Security | Trinidad and Tobago

Day 1 - Prevention

- **Forum Host:** Giselle Balfour, Ph.D. | Free the Slaves | USA
- **Panel Moderator:**
 - Tim Howe | IOM Regional Office | Costa Rica
- **Keynote Speaker:** Charmaine Gandhi-Andrews | Azanique Development | Trinidad and Tobago
- **Panelists, Speakers, and Workshop Facilitators:**
 - Neil Bacchus | Indigenous Peoples Commission | Guyana
 - Freda Catheus | Beyond Borders | Haiti
 - Dr. C. Justine Pierre | DPB Global | Canada
 - Alana Wheeler | Consultant | Trinidad and Tobago
 - Terry Ince | NTFATIP-Working Group/CCoTT | Trinidad and Tobago
 - Kwasi Cudjoe | Pison Solutions | Trinidad and Tobago
 - Dr. Stephany Powell | National Centre on Sexual Exploitation | USA
 - Zeke Beharry | IOM Port of Spain | Trinidad and Tobago
 - Charmaine Gandhi-Andrews | Azanique Development | Trinidad and Tobago
 - Dawn Hector | Trinidad and Tobago Police Service | Trinidad and Tobago

Summary of Day One

Welcome Ceremony

The Caribbean Regional Freedom from Slavery Forum was opened with a welcoming reception in the morning of the first day. The Executive Director of the convening organization, Free the Slaves, **Bukeni Waruzi**, welcomed the attendees to the Forum. He reminded the audience that modern slavery starts at the local level. Furthermore, he highlighted the importance of stakeholders working to define, design and come up with responses to modern slavery at the local and regional levels and linking those at the global level.

The Former Ambassador-at-Large to Monitor and Combat Trafficking in Persons of the USA, **John Richmond**, invited the audience to think along the lines of urgency, uniqueness, and unity. Based on recent reports from the United Nations, less than 1% of trafficking victims are identified worldwide. This devastating number shows the urgency needed to tackle the problem of modern slavery. Furthermore, Mr. Richmond highlighted the importance of the Regional Forums vis-à-vis the Global Forum since it enables stakeholders to discuss urgent matters within their region and gives a platform to grassroots organizations. Lastly, it is important to act in unity and overcome differences in opinion. The ultimate goal of all

stakeholders within the anti-modern slavery movement is the abolition of modern slavery and freedom for all people, which unites all of us.

Amb. John Richmond's speech can be found in the [appendix](#).

Next, **Sylvie Bertrand**, the Latin America and Caribbean Regional Representative of the United Nations Office for Drugs and Crime (UNODC), shared some insights into the most recent Global Report on Trafficking in Persons published by the organization. According to the findings, the number of identified victims fell for the first time in the report's history. Part of this was ascribed to the Covid-19 pandemic. Furthermore, it was shared that trafficking was pushed further underground over the last years. Moreover, Ms. Bertrand highlighted that in Central America and the Caribbean, like in the rest of the world, women and girls continue to suffer as victims of trafficking at a rate 3 times higher than men and boys.

Dr. C. Justine Pierre shared some information about the database handled by his company DPB Global – the most extensive database of human traffickers in the Caribbean based on years of research in the region. He also shared some insights into the Caribbean region that explained the high prevalence of human trafficking. Among those are high rates of violence, underfunded law enforcement units, corrupt governments, many different languages, and a general lack of resources. Another point brought up was the high demand for sex in the region that drives sex trafficking.

Lastly, the **Honorable Fitzgerald Hinds**, Minister of National Security of Trinidad and Tobago, joined the participants to give an overview of the human trafficking situation in Trinidad and Tobago and the steps the government is taking to combat it. He shared that the Chief Justice had assured that human trafficking was given the attention it deserves in courts. Furthermore, the Counter-Trafficking Unit and the Financial Intelligence Unit signed a Memorandum of Understanding in October 2022 to partner in the investigation of human trafficking.

Prevention Day

After the welcome reception, the ceremonial part of the day was followed by a keynote speech on prevention. **Charmaine Gandhi-Andrews**, Former Director of the Trinidad and Tobago Counter Trafficking Unit, Retired Chief Immigration Officer, and today Consultant with Azanique Development, shared her thoughts with the participants. She reminded the audience of the threat human trafficking poses to the national security of States, considering that perpetrators often work in criminal networks and are involved in other criminal activities. Furthermore, she highlighted the complexity of the issue, keeping in mind that numerous forms of human trafficking exist. She encouraged the attendees to design prevention

strategies in a way that “bring about awareness which promotes understanding, translates into action and produces change.”

Charmaine’s powerful keynote can be found in the appendix of the report.

After the keynote, the panel of the day was held on “Promising Prevention Practices in the Region.” The moderator **Tim Howe** introduced his panelists and started the conversation by asking about prevention strategies that have worked and why.

Neil Bacchus emphasized the need to listen to the communities on whose behalf we advocate. Furthermore, it is crucial that vulnerable communities, such as indigenous peoples, are trained to detect possible human trafficking traps. Mr. Bacchus reported on the success of his organization, the Indigenous Peoples Commission of Guyana, whereby they trained the indigenous community to work with their council and conduct backup checks on job offers before sending their youth away for better employment opportunities. Furthermore, their campaigns to raise awareness in schools and hotels have shown positive outcomes as well.

The second speaker, **Freda Catheus**, shared an example within her community in Haiti, where her organization, Beyond Borders, educated the members about human trafficking and established a committee to continue the work after six months of capacity-building. The committee continues to raise awareness and has started to collaborate with local authorities and the media, which has gotten a lot more people involved. As a result, increasingly more people are aware of the risks of human trafficking and know the red flags of potential traps.

Dr. Justine Pierre then shared some information about the most comprehensive database of human traffickers in the Caribbean, which is based on years of data collection. His approach to the prevention of human trafficking is to focus on the trafficker. Based on the research his company DPB Global conducted in the region, they were able to create a profile of a regular buyer of sex trafficking in the Caribbean. Therefore, most perpetrators are white males between the ages of 45 and 70 years. They often own real estate and are heavy spenders, coming from the United States or Europe. Many of them are married and do not have a criminal record, making it more difficult to track them. Furthermore, they stay an average of three to four nights in the region, often arriving between Wednesday and Friday and leaving on Sunday or Monday. The database has built-in mechanisms that get triggered when several of these characteristics apply to a visitor to increase the chance of confirming their activity in human trafficking.

Former Director of the Counter-Trafficking Unit of Trinidad and Tobago, **Alana Wheeler**, shared some best practices from civil society in Trinidad and Tobago. In 2015, an anti-child trafficking campaign led by civil society, funded by the private sector, and with technical support from the government had life-sized puppets play out stories of human trafficking in elementary and middle schools throughout the country. The idea was well received, and the

unit saw a 300% increase in reports that year. A second program was an outreach program to the indigenous community to raise awareness. Furthermore, the A21 Walk for Freedom raised awareness by walking around a public square while victims' testimonies were played on loudspeakers. This form of awareness-raising was repeated when testimonies were played on the radio, as well as in high schools, parent-teacher conferences, local films, and the training of law enforcement.

The panel was followed by a facilitated discussion on “Barriers to Effective Prevention Programs” with a simultaneous workshop on “Tackling the Issue of Demand.” The former was led by **Tim Howe** and **Terry Ince**, who covered a lack of collaboration and the question of whether prevention actually works. While some preventive measures have proven to be ineffective, it is important that the movement continues and improves their work – what is the alternative to prevention? Furthermore, it was emphasized that we cannot work only on human trafficking but need to consider other issues in which it is embedded. **Kwasi Cudjoe** and **Dr. Stephany Powell** facilitated the workshop on demand. The participants in that group suggested that stakeholders need to include women in the narrative of sex buyers to avoid missing criminal activity by females, especially in the purchase of sex. Furthermore, it was suggested that consumers need to start reflecting on their contribution to human trafficking through their demand for cheap goods, among others.

After, participants chose between two simultaneous workshops. The first focused on “Root Causes of Human Trafficking and Identifying Vulnerable Groups.” Session facilitators, **Neil Bacchus** and **Zeke Beharry**, led a conversation on cause and effect. Some of the root causes they identified are gender norms, high demand for services, greed and desire, family trafficking for financial benefit, lack of education, violence in the home, gang culture, and corruption. At the same time, a workshop on “Recommendations and Solutions for Effective Preventative Measures in the Region” was led by **Charmaine Gandhi-Andrews** and **Dawn Hector**. The group discussed best practices and brainstormed about creative solutions to make the prevention of human trafficking more effective. The outcome of the workshop can be found in the solutions proposed below.

To close the day, a facilitated discussion with the purpose of “Developing a Plan of Action for Effective Preventive Strategies in the Region” collected ideas to improve prevention and collaboration in the Caribbean. The session was facilitated by **Tim Howe**, **Zeke Beharry**, and **Charmaine Gandhi-Andrews**. It was mentioned that there is no sufficient budget available to prevent human trafficking effectively. Nevertheless, resources can be pooled for greater effect. One of the participants shared an example of successful collaboration when a United Nations institution got 24 civil society organizations together for a week to learn from each other and collaborate. As a result, 16 of the organizations went on to form an umbrella organization to lead a regional campaign. This allowed the implementation of the campaign to be done by each organization in their own country in a culturally sensitive way.

Furthermore, this makes funding easier as donors deal with one large organization rather than several small ones. Some other recommendations are to be found below.

Problems Identified

Interconnectedness of Human Trafficking and Other Criminal Activities

It was emphasized several times during the Caribbean Regional Forum that human trafficking is interconnected with numerous other criminal activities that act both as a cause and catalyst of the issue. These include, but are not limited to, drug trafficking, firearm trafficking, pornography, etc.

Lack of Resources

The Caribbean region is not spared from a lack of funding to eradicate modern slavery that persists in all regions of the world and on a global scale. If task forces exist, they often do not have the funds necessary to create lasting change.

Unsatisfiable Demand

Our modern society appears to have demand that is never to be satisfied. This includes the demand for cheap goods and cheap labor, as well as the demand for sex, which is specifically high in the Caribbean. It was reported that often sex and violence are seen as entertainment in the region. Some of this may be due to the lingering effects of the transatlantic slave trade.

Online and Familiar Trafficking

A considerable portion of human trafficking appears within the family. This creates a challenging position for the victims, who may feel uncomfortable going against their family members. Furthermore, the last years have seen an increase in online exploitation. According to research, there are 16 different websites through which trafficked individuals can be purchased for a variety of services. This excludes any social media channels, which need to be considered additionally.

Prevention is Often Unsuccessful

During the Forum, the question of whether prevention of human trafficking works came up. While many prevention campaigns in the past have been unsuccessful, there is no alternative

to continuing the important work. At the same time, human trafficking cannot cease to exist if the conditions that allow and exacerbate it continue existing. Nevertheless, individuals and organizations working in prevention need to realize when campaigns are unsuccessful and ensure the resources are used in different programs that do work.

Solutions Proposed

Increasing Accessibility

A central recommendation that came out of the Caribbean Forum was the need to increase and improve accessibility. It is often difficult for vulnerable populations to access information due to them not being available in their language or in places they can access. Furthermore, there should be a better use of the internet for information-sharing particularly for indigenous people who may be leading a different lifestyle. Stakeholders need to ensure the information reaches these communities and work with those people within the communities who can drive awareness further.

Increasing and Improving Cooperation

One of the most important steps toward eradicating modern slavery in the Caribbean is to foster collaboration between stakeholders thereby reducing the tendency of organizations working in silos. It was suggested during the Forum that national organizations should come together to form a regional umbrella organization or coalition to share resources and knowledge, and to make communication with donors and governments easier.

Considering the many actors within the anti-modern slavery field, it is important that the religious sector, faith-based organizations, and churches are incorporated more. They have a large audience in the region and can heavily influence their members. Keeping in mind the various religions that are present in the Caribbean, it is crucial that all of them get involved. Another reason to get this sector involved is that is often easier for them to gather (financial) resources.

Furthermore, cooperation with intelligence services and telephone companies to share data and track traffickers down was suggested.

Lastly, the private sector needs to get involved in the anti-modern slavery movement.

Focus on the Men

During the Forum, it was suggested several times that a focus on men has to be increased. This includes men as traffickers, consumers, and victims. Considering that the majority of perpetrators are men, it is crucial to work with them and learn about mechanisms that criminal networks utilize to drive human trafficking. Moreover, traffickers are often not aware that they are committing a crime but rather see themselves as businessmen.

A second group of men are the consumers, often of sex. Stakeholders should facilitate discussions and conversations with them to communicate the possibility of sex workers having been trafficked into the situation. These non-judgmental conversations can also problematize and reduce the high demand for sex in the region. Stakeholders must educate men about sex trafficking and speak about sex with sex buyers, not to accuse them, but to educate them. Nevertheless, we must look at women as sex buyers as well.

It was suggested that there should be continued efforts to collect data on the perpetrators and consumers. This way, investigations into trafficking networks are more probable. Furthermore, it was emphasized that law enforcement must go after high frequency buyers who can often be found by analysing available data.

Lastly, it is important that victims of human trafficking are not only seen as girls and women. Boys and men suffer too. Even though, statistically, it may be the minority, we cannot close our eyes to the trafficking of men into different forms of modern slavery anymore.

Focus on Consumption

Demand surpasses sex. Stakeholders must also focus on employers and consumers who drive the demand for cheap goods. Especially in agriculture, the consumer plays a large role in supporting exploitative labor practices – often unknowingly. Raising awareness on the issue can lead consumers to change their behaviour.

Work with Survivors

It is non-negotiable to work with survivors if we want to tackle human trafficking and modern slavery.

Furthermore, stakeholders, and especially civil society, need to work to overcome the stigma of human trafficking. Many victims never come forward out of fear of repercussions and exclusion from their communities and families. When they can work through and overcome

their trauma, they can work within their communities to raise awareness and prevent further members of their communities from falling victim to trafficking.

To make this work successful, it is crucial that working with survivors is done in an ethical and trauma-informed way. Providing mental health support is crucial here.

Improve Advocacy and Campaigns

It was also suggested to increase the visibility of the issue by building awareness through visuals at airports, hotels, bus stops, and other big hubs. A different way to raise awareness is to host sessions at schools, hotels, etc. It was emphasized that working with visuals can have a powerful effect. Considering how much people scroll through social media on a daily basis, this is a critical mode of delivery that should be explored.

Some successful campaigns that were shared were facilitated by civil society with technical support from the government. It is crucial that activists get creative with new approaches to raise awareness. Furthermore, the information should be accessible and inclusive. This may mean having interpreters present or providing written material in different languages. It was also suggested to make use of the internet for information-sharing. Furthermore, all campaigns must be culturally adapted. Having targeted and tailored campaigns promise higher rates of success.

Related to this, participants stressed the need to use modern technology for prevention campaigns. An example of an app was shared that allowed for a collaborative approach for data collection. Another example was the development of an e-learning tool to learn about human trafficking. It is important that stakeholders share these resources to avoid wasting resources.

Another advocacy strategy that was highlighted was that of story-telling. Decision-makers need to remember that human trafficking is a human issue, not one of numbers and statistics. Furthermore, amplifying survivors' success stories may help victims feel more comfortable and hopeful and overcome stigma around human trafficking.

Capacity-Building

When sharing best practices of prevention, several speakers shared their positive experiences with capacity building. Working with those communities most affected by human trafficking in the region, the information reaches those who need it most. Furthermore, training people within communities can start a chain reaction of them continuing the training further.

In addition to training members of the community, legal actors and the media should be trained as well.

Considering that migration is a related issue to human trafficking, it is crucial that officials and volunteers working at borders between countries are trained to detect human trafficking and to handle situations in a survivor-centered and trauma-informed way.

Involve CARICOM

While CARICOM has been involved in the fight against modern slavery, participants emphasized the need for more support and engagement. Working with the regional body can make collaboration across the Caribbean significantly easier. Several mechanisms to bring up the topic of human trafficking with CARICOM were discussed. Thus, one way is to establish national commissions with the police, teachers, service-providers, lawyers, etc. to point out the concerns in the respective communities. This can then be taken to the countries' Ministries of Foreign Affairs who are linked to CARICOM and can bring up these issues. A second option is to go straight to the CARICOM Secretariat. By using several mechanisms to raise the issue, the chance of getting human trafficking on the agenda is increased. Thus, organizations should work together to unify their voices.

Moreover, it was mentioned that none of the Caribbean countries are pathfinder countries in the Alliance 8.7. CARICOM should encourage its members to join the coalition.

Agencies to Share Information

It was suggested that an agency should be established in each country or regionally that can help job-seekers with background checks and teach them about the warning signs for human trafficking. Having an outreach desk allows individuals to find out more about companies that offer them jobs. Furthermore, the High Commissions and Embassies of each country should be more proactive in giving out information on human trafficking and supporting their nationals in finding crucial information about possible employers.

Creation of Inter-Caribbean Task Force

To foster collaboration between the countries in the region, the creation of an inter-Caribbean task force to tackle human trafficking was suggested. Representatives would meet once a month to share information on problems, trends, and best practices, as well as to come up with collaborative strategies. Having such a task force would also make the access to funding

easier. The example of the establishment of the Caribbean Gender Alliance was shared to show the positive outcomes such a collaborative agency can have.

During one of the sessions, a table divided into six characteristics to be worked on three different levels was discussed. The table was then sent out to all participants and can serve as an action plan for the future. The table can be found below:

Characteristic	National level strategy	Community level strategy	Individual level strategy
Strengthening individual knowledge and skills	<ul style="list-style-type: none"> - Training officials and judges (accused individuals may be victims) → Convictions need to become more efficient - Awareness campaigns in airports, hotels, bathrooms, etc., with a number of available posters 	<ul style="list-style-type: none"> - Community-level training - Survivor engagement 	<ul style="list-style-type: none"> - Appealing to something other than emotions to educate, individuals don't always make a choice - Teaching how to do research - Vocational training (for migration population); share national support sources - Address porn problem of region
Promoting community education	<ul style="list-style-type: none"> - Country-specific education <i>and</i> regional-specific education → sharing resources!! - Trauma-informed environment 	<ul style="list-style-type: none"> - Community level training - Tailored education campaigns → social media; needs to be personalized - Advocacy and story-telling - Cyber-safety training - Trauma-informed environment - Create safe space for dialogue 	<ul style="list-style-type: none"> - Tailor training to individual needs and situations - Advocacy and story-telling - Where to reach out, where to find resources - Trauma-informed environment - Cyber-safety training - Including men and boys
Educating providers	<ul style="list-style-type: none"> - Advocacy and story-telling - How to provide resources effectively - Removal of stakeholders who are involved! New training for those who are losing motivation and honesty 	<ul style="list-style-type: none"> - Community-level training - Survivor engagement 	

Changing organizational practices	<ul style="list-style-type: none"> - Have men addicted to sex and buying it take part in training 	<ul style="list-style-type: none"> - Online campaigning has to be seen! Media of the message is important; we don't want people to scroll past - Including men in the conversation! 	<ul style="list-style-type: none"> - Providing mental health support for vulnerable people and survivors - Reaching out to men and boys
Fostering coalitions and networks	<ul style="list-style-type: none"> - Dialogue with different stakeholders across the sector - Working with judiciary and police - Cross-regional collaborations and training 	<ul style="list-style-type: none"> - Sharing resources among organizations - Unite!!! - Start education campaigns at home; share hotlines and contact numbers 	
Influencing policy	<ul style="list-style-type: none"> - More resources for Prosecutions Department - Sex Offender registries in compliance with USA International Megan's law H.R.515 to deter traveling sex tourists - Adoption of model Sexual offenses courts to shield survivors of trafficking from the harshness of outdated criminal procedure rules 		

Day Two: Prosecution Day

Introduction

In every human society, there is a set of behaviors or practices that are categorized as acceptable and unacceptable. Those that are not acceptable may reach the point of being prohibited by the law. This is the case for trafficking in persons, which is defined by the Palermo protocol as "the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation."

Criminal prosecution is instituted by modern societies through the judiciary system. It is one of the '3P paradigm' used to combat trafficking in persons. Since the Caribbean Regional Forum's agenda is built along this paradigm, the second Forum Day's sessions considered different parts of Prosecution.

For this, the day was opened by a panel, followed by a round of two simultaneous workshops. Then, a facilitated discussion took place. After lunch, a second panel was followed by a round of three workshop sessions before the Forum Day was closed with a conclusion.

Speaker Overview

- **Forum Host:** Giselle Balfour, Ph.D. | Free the Slaves | USA
- **Panel Moderators:**
 - Charmaine Gandhi-Andrews | Azanique Development | Trinidad and Tobago
 - John Miller | US Embassy | Trinidad and Tobago
- **Panelists, Speakers, and Workshop Facilitators:**
 - Gilberto Zuleta Ibarra | UNODC | Colombia
 - Lindsey Lane | Human Trafficking Institute | USA/Belize
 - Sergeant Cavelle Mills-Walters | CTU/TTPS | Trinidad and Tobago
 - Andrews Kananga | Legal Aid Forum | Rwanda
 - Maria de Gutiérrez Ortiz Monasterio | UNODC | Mexico
 - Merphilus James | Disabled People's International | Saint Lucia
 - Dr. Floyd Morris | CARICOM Special Rapporteur on Disability and Member of United Nations Committee on the Convention on the Rights of Persons with Disabilities | Jamaica
 - Magarette Georges | International Association of Women Judges | Haiti

- Dr. Jason Haynes | Associate Professor of Law & Deputy Head of Research, Birmingham Law School UK | St. Vincent & the Grenadines
- Dr. Stephany Powell | National Centre on Sexual Exploitation | USA
- Mme. Justice Lisa Palmer-Hamilton | Caribbean Association of Women Judges | Jamaica
- Sandra Gipson | National Council of Negro Women, Inc. | Jamaica/USA
- Pamela Vargas Gorena | University of Nottingham Rights Lab | UK

Summary of Day Two

The Prosecution Day followed the flow of the criminal proceeding applied when a crime is committed. It started with the investigation leading to a trial in order to get justice served. First, for strong trafficking in person cases, the investigation must follow specific principles and techniques. Second, not every trial is successful; certain elements characterize what a successful trial is. Third, achieving justice doesn't have the same meaning for everyone; successful prosecutions and justice look different for legal actors and survivors. Justice cannot be served if it is not accessible to the most vulnerable, like survivors and persons with disabilities. The quality of the legislation plays a key role in the effectiveness of the prosecutions, as it must be practical.

The day commenced with opening remarks from **Smith Maxime**, Free the Slaves' Caribbean Regional Director, who described how the anti-human trafficking plan had been designed, at the regional level, without full implementation and how anti-human trafficking laws remain in the book without full and proper enforcement.

After the opening remarks, the first panel discussion, moderated by **Charmaine Gandhi-Andrews**, was dedicated to investigation principles and techniques for strong trafficking-in-persons cases. The panelists were **Gilberto Zuleta Ibarra**, **Lindsey Lane**, **Sergeant Cavelle Mills-Walters**, and **Andrews Kananga**. This panel covered the 2022 UNODC global report, made the distinction between reactive and proactive prosecution, the investigation of cybercrime, the interaction between victims and law enforcement in certain countries, and the complexity of extricating the trafficking in persons crime in a situation where the trafficker and the victim end up having a "romantic relationship".

The first panel was followed by two (2) simultaneous workshops on improving accessibility and support. One was focused on accessibility for persons with disabilities in court, and another one considered legal support for survivors from the community to the court. Talking about the accessibility for persons with disabilities in court, **Merphilus James** and **Dr. Floyd Morris** showed the audience how those persons are vulnerable to trafficking in persons, the barriers they face, and the different models shaping the way persons with disabilities are treated. In the workshop on "Legal Support for Survivors: From the Community to the Court"

facilitated by **Lindsey Lane**, the participants discussed the layers of need survivors might have, immediate hurdles and problems faced by survivors in the legal support process, and whom they can turn to for help.

The topic “Elements for a Successful Trial” was discussed through a facilitated discussion with **Lindsey Lane** and **Magarette Georges** as facilitators. In her presentation, Justice Magarette Georges described the process related to a trafficking in-person trial in Haiti and how victims and witnesses are protected. In the discussion, the participants discussed the justice system in general, what happened without prosecutions, what makes trafficking trials unique, how are the needs of victims of trafficking unique at trial, tips to start the trial strongly, and handling it to the end.

The fourth topic of the agenda was “Practical Legislation for Effective Prosecution,” with **John Miller** as moderator and **Dr. Jason Haynes**, **Dr. Stephany Powell**, and **Justice Lisa Palmer-Hamilton** as panelists. After presenting the general context of trafficking in persons in the Caribbean region and how the laws in the countries addressed it, the panelists focused on the unintended consequences of some legislation and the way lessons learned from cases have been used to improve legislation.

The day ended with three simultaneous workshops discussing achieving justice from multiple perspectives. One of the workshops provided responses to the question “What do Successful Prosecutions and Justice Look Like to Legal Actors?” and another one looked at prosecutions and justice from the survivors’ perspectives. The University of Nottingham’s Rights Lab conducted a study on legislative frameworks in the third session. The aim of the research project is to co-develop frameworks for evaluating domestic legislation in addressing slavery and related practices with regional stakeholders.

Problems Identified

Too Little Outcome in Too Much Time

The 2022 UNODC global trafficking report presented at the Forum showed the weakness of the prosecution system globally. Victims are less detected, especially those who are victims of sexual exploitation. Globally, detected victims of trafficking in persons decreased by 11% compared to the last report in 2020; for sexual exploitation, the reduction is 24%. Identified victims of sexual exploitation are exploited in public venues, according to the report. In South America, Central America, and the Caribbean region, the number of victims detected was reduced by 32%. The victims rely on self-rescue to exit exploitation, as 41% had to rescue themselves. Furthermore, there was a major global slowdown in convictions during the Covid-19 pandemic. The reduction is -27% globally and -54% in Central America and the Caribbean region.

Difficulties in Investigations

One of the main features of the investigation process discussed by the panelists is the fact that it is retroactive. Retroactive investigations are untimely, rely heavily on victim statements, and the evidence may be stale or gone by the time a case is investigated. Proactive investigations are lacking internationally and require training and expertise. Additionally, in some cases, victims do not trust law enforcement, as some police officers are among the traffickers or they are corrupt. The lack of cooperation from other agencies to take care of the victims is an additional challenge. It is recognized that most survivors of trafficking do not identify as a victim during their exploitation due to their often-unstable legal status, illegal activity, language barriers, and an unawareness of their rights and laws, as well as being traumatized.

Among the types of exploitation, forced labor is difficult to investigate because the crime happens behind closed doors. Thus, informants are difficult to secure, victims may not wish to cooperate with the investigation, and they may seek repatriation. The challenges of investigating forced labor led to registering a low number of prosecutions for those cases.

Challenges are not only related to a specific type of exploitation. In some cases, it is difficult to identify the elements constituting the definition of trafficking in persons.

Online Exploitation

Another topic related to the investigation is cybercrime. Traffickers are using the internet and digital media. They are among the 8 billion internet users. We tend to think of online crime as victimless. Sexual cybercrime's basic concepts are grooming, sexting, and sextortion. Those concepts are not included in most criminal codes. In 2021, NCMEC (National Center for Missing and Exploited Children) alerted law enforcement to over 4,260 potential new child victims of CSAM (Child Sexual Abuse Material).

During the Covid-19 pandemic, online exploitation increased substantially. Participants pointed out that criminal networks always appear to be one step ahead of the anti-modern slavery movement. It is thus crucial that stakeholders increase their efforts to combat online exploitation.

People with Disabilities are Left Behind

'The Preamble to the Resolution on the SDGs emphasized the pledge that "no one will be left behind." Unfortunately, for far too long, being left behind has been the mode of existence for

persons with disabilities around the world in many facets of society. People with disabilities are especially vulnerable to human trafficking for multiple reasons: the traffickers may seek out victims with disabilities to gain access to their public benefits; the reliance on caregivers who can take advantage of them; the difficulty with communication and reporting abuse; the craving for friendships and relationships; the isolation or lack of sex education; the social discrimination and prejudice they face. In reality, legislation has too often failed to give teeth to the Convention on the Rights of Persons with Disabilities.

Challenges in Providing Legal Support to Survivors

In combatting trafficking in persons, four stages have been identified: 1) victim prevention and awareness; 2) victim identification and interception; 3) investigation and prosecution; 4) continuum care for victims. It is noted that in the first stage, education is essential. In the second phase, victims may not self-identify, which often presents a challenge to the court. In stage three, traffickers are held accountable, and in the fourth one, the victim's needs can be complex. Thus, legal service providers to survivors face immediate hurdles. In foreign countries, there is a language or cultural barrier when the victims do not speak the language of the host country. If they are undocumented, they may be in the process of being repatriated. Their name may change. They may have a criminal record. The situation of the victims may require protective orders. Keeping the privacy of the victim is key for their protection. Another challenge is getting restitution for the victim at the end of the trial. Sometimes, there is a lack of cooperation from the victim, which presents an additional layer of challenge to the service providers.

Limits of Anti-Trafficking Legislation

While all countries in the region have legislation that prohibits trafficking in persons, and most of the legislation is compliant with the Palermo protocol, they have not been used to make an impact. Forced labor and domestic servitude have not been investigated sufficiently. In some cases, the provisions have unintended consequences as they are made without the input of survivors, law enforcement, and advocates. California was taken as an example to illustrate the unintended consequences. In this US state, juveniles are no longer arrested for involvement in commercial sex to protect them. Instead, the police call The Department of Child services to provide services for these children. As a consequence, pimps (traffickers) bring girls to California as they cannot be arrested.

The majority of the Caribbean countries have trial by jury, except for Jamaica. In some countries, magistrate court decisions are limited to 5 years, but the human trafficking legislation mandates higher punishment. Court systems experience overburden, as there is

no specialist division. Sometimes law enforcement officers arrest the wrong person, such as the person who is sexually exploited, rather than the sex buyer.

Solutions Proposed

Make Investigations More Proactive

Investigation is one of the key things in prosecution, with its primary goal being the recovery of the victim. The secondary goal is to arrest and prosecute the trafficker. Prevention work should happen in partnership with prosecution work. In the initial phase of an investigation, investigators must look for evidence other than the victim's testimony. This takes off pressure on the victim to self-identify as a prerequisite for a trial. Here, financial investigation is an important tool to deprive the trafficker of their profit. Furthermore, it is crucial that investigators and prosecutors work closely together to gather all needed evidence. Additionally, the victim should be as involved as possible without overstepping their boundaries.

By conducting proactive investigations, law enforcement can collaborate with other community partners to efficiently identify and stop human trafficking cases. In its preoperational phase, the investigation works on the identification of the case by identifying threats in the community, choosing targets to investigate, beginning case planning, choosing community partners to work with, establishing specific goals for the investigation, talking about how to recover victims and keep them safe, and following any available money trails.

Improve Trial Processes

For a successful trial, apart from a thorough investigation, prosecutors and judges should be trained on trafficking-in-persons cases. Furthermore, victims and witnesses should be protected. In the courtroom, arrangements should be made to make the victims feel safe. One way to do so is to encourage victim participation through virtual testimony. Furthermore, those working on the trial should be in constant communication with the victim to keep them updated. To reinforce the safety of the victim, a closed courtroom with no access to the media should be considered. Training should be provided to the media for their learning.

Regarding the structure of the trial, one without a jury may contribute to its success. The court should consider cultural and gender sensitivity.

Improving Accessibility and Support

The United Nations Convention on the Rights of Persons with Disabilities sets the foundation for equality and non-discrimination (art. 5), accessibility (art. 9), equal recognition before the law (art. 12), and access to justice (art. 13) for those persons. It is stipulated, in Article 13, that “States Parties shall ensure effective access to justice for persons with disabilities on an equal basis with others, including through the provision of procedural and age-appropriate accommodations, in order to facilitate their effective role as direct and indirect participants, including as witnesses, in all legal proceedings, including at investigative and other preliminary stages.”

As recommendations to improve access to justice for persons with disabilities, it was referred to the report on Access to Justice for Persons with Disabilities in CARICOM Countries published in 2021 by the CARICOM that recognized:

- 1) “There is a need to make institutions of justice more accessible to persons with disabilities, and this can be achieved through the installation of ramps and lifts, as well as the provision of various forms of communication in accessible formats, including braille and sign language, tactile, Easy Read formats and alternative and augmentative modes of communication.
- 2) Professionals in the justice system should be consistently trained on various disability-related issues so that they are better able to identify different types of disabilities and recognize when appropriate support systems need to be put in place.
- 3) Special measures (live links, the use of intermediaries, witness anonymity, etc.) should be more effectively utilized in practice.
- 4) There is a greater need for pre-trial court orientation sessions to better familiarize persons with disabilities with the court’s environment, language, personnel, and processes.
- 5) There is a need for greater communication and coordination between all professionals in the justice system so that persons with disabilities are afforded the best support possible.”

Financial constraint is often used as a justification for lack of effort toward the standard of disabilities. As a response, the progressive realization was suggested to address this excuse. The concept of progressive realization refers to the “obligations of States parties: (a) to undertake all appropriate measures towards the implementation, or full realization, of economic, social and cultural rights, and (b) to do so to the maximum extent of their available resources” (Report of the United Nations High Commissioner for Human Rights-ECOSOC).

Achieving Justice Through Successful Prosecution

A successful prosecution has multiple features. It provides good evidence that leads to a timely conviction that breaks the chain of trafficking. One way of achieving better evidence is setting guidelines and limits on the questions which may be asked in cross-examination. Furthermore, a successful prosecution stays within the law. It is the one in which victims are encouraged to report, they feel vindicated, and the case does not fall all on them. It disrupts a chain of trafficking and builds or reinforces confidence in the justice system. It is also successful when the conviction and penalties outweigh the amount of time victims have been trafficked and the amount of time necessary for the recovery. Finally, it brings satisfaction and a sense of making a difference in society.

All legal actors working within prosecution should keep these in mind to maximize the success of human trafficking cases.

Ambassador John Richmond (ret.) presented the top ten failures of prosecutors in his closing session of the day. His speech can be found in the appendix and can serve as an action plan to improve prosecution in the Caribbean.

Day Three: Protection Day

Introduction

The final day of the Forum was mainly dedicated to issues surrounding the protection and empowerment of survivors of modern slavery to become survivor leaders. It has become increasingly apparent that survivors of modern slavery need to be elevated to the forefront of the anti-modern slavery movement to ensure its success. To allow survivors to blossom, they need space to heal and grow. It is the responsibility of all stakeholders within the movement to create such a space and to protect survivors from being re-trafficked or re-traumatized.

To achieve this, organizations must center their interventions around survivors and emphasize trauma-informed approaches. Furthermore, certain groups are more vulnerable than others – such as children, LGBTQI+ individuals, persons with disabilities, and other marginalized groups. Stakeholders must work together to offer the protection needed to ensure that individuals of these groups, and others, do not fall victim to human trafficking of any kind.

Following a plenary by a survivor on “Protecting Victims and Survivors of Human Trafficking,” several regional experts sat on a panel to explore the types of protection mechanisms in various countries in the region and help identify the existing gaps in those mechanisms. Thereafter, through a series of workshops and facilitated discussions, participants utilized what they had learned on all three days of the Forum days to propose solutions to address those gaps.

Survivor leadership featured heavily throughout the Day, with regional and international survivors sharing their views in a facilitated discussion on “Transitioning from Survivor to Survivor Leader – Survivor Empowerment, Allyship, and Amplifying Survivors’ Voices and Leadership in All Aspects of the Caribbean Anti-Modern Slavery Movement.” The Day’s main session ended with a facilitated discussion to propose a way forward for Protection and the Anti Modern Slavery Movement in the Caribbean and CARICOM territories.

Speaker Overview

- **Forum Host:** Giselle Balfour, Ph.D. | Free the Slaves | USA
- **Panel Moderator:** Lisa Ifill | Ministry of Social Development and Family Services | Trinidad and Tobago
- **Keynote Speaker:** Sandra Gipson | National Human Trafficking Chair of the National Council of Negro Women | USA/Jamaica
- **Panelists, Speakers, and Workshop Facilitators:**

- Andreina Briceno Ventura Brown | La Casita Hispanic Cultural Centre | Trinidad and Tobago
- Awah Francisca Mbuli | Survivors' Network | Cameroon
- Coleen Morris | Office of the National Rapporteur on Trafficking In Persons | Jamaica
- Diahann Gordon Harrison | Office of the National Rapporteur on Trafficking In Persons | Jamaica
- Elswith Chevez | Human Trafficking Institute | Belize
- Jose Alfaro | Independent Consultant | USA
- Sandra Gipson | National Human Trafficking Chair of the National Council of Negro Women | USA/Jamaica
- Tim Howe | IOM Regional Office | Costa Rica
- Tinestia Haynes | IOM Port of Spain | Trinidad and Tobago

Summary of Day Three

The third and final day of the Caribbean Regional Forum focused on the protection and empowerment of victims to become survivors and then survivor leaders. It was recognized in the region that the culture of stigmatization of victims of any crime - particularly violent or sexual crimes - caused many victims to hesitate to identify as such. As a result, they often do not access the required support to move from victims to survivors. Of the few who come forward and participate in prosecution, even fewer progress to become survivor leaders.

The day began with opening remarks from **Lisa Ifill**, Senior Planning Officer at the Ministry of Social Development and Family Services (MSDFS) of Trinidad and Tobago, who shared the measures implemented by the government to protect survivors of human trafficking.

This was followed by a keynote on “Protecting Victims and Survivors of Human Trafficking” by **Ms. Sandra Gipson**, a survivor originally from Jamaica and National Human Trafficking Chair of the National Council of Negro Women in the USA. Sandra spoke of her childhood exploitation, the pervasive negative impact her childhood experiences had on her entire life, and the importance of specialized care to help her address her trauma.

A panel discussion moderated by **Lisa Ifill** explored “An Overview of Protection Systems in the Region and A Look at Gaps in Our Systems.” Panelists from Trinidad and Tobago (**Tinestia Haynes** and **Andreina Briceno Ventura Brown**), Belize (**Elswith Chevez**), and Jamaica (**Diahann Gordon Harrison**) spoke of the strengths as well as the gaps in those systems and how they negatively impacted the experience of the survivors they were designed to serve.

It was emphasized that Protection must be aligned with Prevention and Prosecution. Stakeholders must address the corruption and complicity in the system. Otherwise, victims will lose confidence in the system, including in the agencies set up to protect them.

The panel discussion was followed by two (2) simultaneous workshops on “Referral and Reintegration of Survivors 1” (facilitated by **Tinestia Haynes** and **Andreina Briceno Ventura Brown**) and the “Importance of Trauma-Informed Care and Systems” (facilitated by **Diahann Gordon Harrison** and **Sandra Gipson**). The workshops allowed the participants to apply what they learned on previous Forum days to analyze case studies, identify possible cases of human trafficking and determine the best practices of trauma-informed interventions to help victims transition to survivors.

Participants were able to deepen their learning with two (2) more simultaneous workshops on “Referral and Reintegration of Survivors 2” (facilitated by **Tinestia Haynes** and **Andreina Briceno Ventura Brown**) and the “Protection of Minors and Other Special Victims” (facilitated by **Coleen Morris** and **Elswith Chevez**). Through case studies, the participants learned how to analyze and apply best practices to more complex trafficking situations, including cases involving special victims such as migrants, minors, and other vulnerable persons.

In the afternoon, survivor leaders from Cameroon (**Awah Francisca Mbuli**) and the USA (**Jose Alfaro**) joined **Sandra Gipson** remotely for a facilitated discussion on the “Transitioning from Survivor to Survivor Leader - Survivor Empowerment, Allyship, and Amplifying Survivors’ Voices and Leadership in All Aspects of the Caribbean Anti-Modern Slavery Movement.” Awah and Jose shared their journeys to become the survivor leaders they are today, transparently expressing their successes, struggles, and how they overcame them. They called upon those in the anti-modern slavery movement to respect survivors’ lived experiences, view them as more than their trafficking experiences, and help them to achieve leadership positions in the movement.

The final session was a facilitated discussion by **Tim Howe** from the IOM Regional Office in Costa Rica and **Diahann Gordon Harrison** from ONRTIP in Jamaica on the “Next Steps on Protection for the Caribbean and CARICOM Territories.” It was agreed that the region would greatly benefit from a regional resource hub that would provide an online repository for data, best practices, and other pertinent information from the regional anti-modern slavery movement.

Problems Identified

Low Rate of Identification of Victims

Stakeholders indicated that the rate of identification of victims of human trafficking had fallen during COVID-19, and the majority of victims were identified through running away from their traffickers or as a result of raids conducted by law enforcement officers.

They believe this is a consequence of the lack of understanding among the wider public and public office holders outside of law enforcement of how to recognize potential situations of human trafficking.

Inadequacy of Placement for Victims, especially Male Victims and Families

Across the region, stakeholders indicate that there are generally insufficient resources allocated to provide an appropriate placement for human trafficking victims, especially male victims and entire families, due to the lower prevalence of such cases.

Consequently, victims may be placed in domestic violence shelters and other locations, which may be detrimental to their physical, mental, or psychosocial health and well-being. Even where there may be adequate shelter or other placement options, these may not be accessible 24/7, so that other measures may have to be adopted in the short term when emergency placement is required.

Poor Integration of Victims

Migrant victims often face challenges in integrating into the shelter system and overall protection system provided for their care. This may be caused by inadequate training of service providers who are unable to address their type of trauma or are not culturally competent to communicate with them or provide them with food and products they like or with which they are familiar.

Where restrictions are placed on the movement of victims, they may feel isolated and some run away from the facilities. This can lead to them being re-trafficked. Others may rebel against the service providers, potentially causing them harm or endangering other residents of the facility.

Irrelevant Protection Systems

Where survivors are unable or not permitted to play a role in framing policies and practices for their protection, the laws, policies, and procedures created by the State and civil society partners may need to be more relevant to what the survivors require.

If survivors' needs and interests are not incorporated into interventions to be implemented by and with them, the likelihood of the success of treatment may be greatly reduced.

Lack of Cohesion Among Service Providers in Protection System

When systems are developed ad hoc and the various service providers need to communicate more effectively, the referral process can be intimidating and less than satisfactory for survivors who are required to utilize those systems.

Solutions Proposed

Expand and Upscale Training

A concerted effort needs to be made to sensitize, train and equip a wider range of public officers and possible vulnerable groups so they understand what may constitute human trafficking and various forms of exploitation, as well as trauma-informed care and the victim-centred approach.

Examples of candidates for such expanded training include justices of the peace, community social workers, persons who must visit private residences or businesses as part of their job requirements, and domestic servants.

Increase Funding Allocations and Partnerships

States need to allocate sufficient financial resources to establish or fund the rental of placement for victims of modern slavery. Despite the low prevalence, arrangements must be made to care for and house male victims and whole families who have been trafficked. This is especially needed for emergency situations, so 24/7 access is possible.

Such arrangements may be made through partnerships with non-State actors, such as civil society organizations that already provide services for female victims. It is essential that training be provided to all service providers to ensure they understand the needs of each specific population.

Extend the Award of Judicial Reliefs for Survivors

In most jurisdictions, survivors are seldom awarded restitution after a successful conviction. This is so even where there is a provision for restitution orders in the territory's legislation. It was suggested that such orders be made mandatory in every instance of a successful prosecution.

The judicial officers before whom such cases come must be trained to consider factors such as mental suffering, PTSD diagnosis and prognosis, and the need for costly ongoing mental and psychosocial care for the survivor before arriving at a quantum for such an award.

Such awards can help survivors in the process of reintegration and may play a role in ensuring they do not incur unnecessary debt as they seek treatment for their traumatic experiences.

Develop Community-Based Support Systems for Survivors

Where the State is the primary provider of services for survivors of modern slavery and does so in State-run or paid-for facilities, the attendant sustainability challenges may be alleviated through recourse to community-based support systems.

Such systems include a cadre of trained foster care providers to care for minor victims in a home setting so that they benefit from specialized care in a setting with fewer clients, which does not resemble an institution.

In addition, adult victims can be placed in suitable and safe rental accommodation of their own choosing, which provides them with a degree of autonomy that had been taken away from them by the traffickers.

Foster Data-Driven and Survivor-Informed Systems

To ensure that the laws, policies, and systems developed and amended for the benefit of victims of modern slavery are relevant to their needs and will bear fruit, the voices of survivors need to be solicited and included from planning to implementation and evaluation.

Research must be conducted periodically to identify the trafficking experiences, needs, interests, and recommendations of survivors. In this way, policymakers can receive suggestions for improving the laws, policies, and procedures to prevent modern slavery, arrest and prosecute traffickers and protect and empower survivors.

Main Outcomes of the Forum

The Caribbean regional Forum is a place to share knowledge, best practices, lessons learned and develop recommendations and strategies to act in the area of prevention of trafficking in persons, prosecution of perpetrators and protection of victims and survivors.

A rich and diverse audience/facilitator composed of United Nations agencies, academia, law enforcement, prosecutors, judges, and NGOs lead the conversations and discussion with meaningful insights and contributions.

In the prevention of human trafficking, the participants:

- a. Identified barriers to effective prevention;
- b. Examined lessons learned from promising interventions;
- c. Developed a regional action plan to effectively prevent trafficking in persons in the Caribbean containing the six characteristics of primary prevention: 1) Strengthening individual knowledge and skills; 2) Promoting community education; 3) Educating providers; 4) Fostering coalition and networks; 5) Changing organizational practices; 6) Influencing policies.

For the prosecution of perpetrators, the participants come out of the Forum with:

- a. Strategies to improve investigations, prosecutions, trials, and access to justice for vulnerable persons like persons with disabilities, indigenous people, and survivors;
- b. The top ten failures of prosecutors that can serve as an action plan to improve prosecutions in the Caribbean.

Lastly, for protecting victims and survivors, the participants:

- a. Identified gaps in service delivery to victims of modern slavery and develop strategies to close those gaps;
- b. Developed next steps to empower victims and survivors to become survivor leaders.

Added to outcomes related to the three Ps above, the Forum agreed to create a resource hub in link to that of the Office of National Rapporteur on Trafficking in Persons in Jamaica.

Next Steps

Participants left the Forum with an increased understanding of preventing human trafficking in the Caribbean, challenges and opportunities to increase prosecution, and protection measures to take, as well as steps to empower survivors to become survivor leaders. Each day focused on one of the three Ps.

Considering the connections and partnerships that were established through the Forum, we hope that participants will benefit from the corporations formed and further the anti-slavery movement.

This Forum was the last of the Regional Freedom from Slavery Forums 2022/23. Before the Caribbean Forum, Regional Forums were held for Latin America, Asia, and the Middle East online, as well as for North America and Europe in Toronto, Canada, and for Africa in Kigali, Rwanda.

The 2022/23 series concluded with the Global Forum in Punta Cana, Dominican Republic, from May 7-10, 2023. To follow all our Forums, check our [website](#) and follow us live at [@FFS_Forum](#).

Lastly, it was decided that the next Caribbean Regional Freedom from Slavery Forum will take place in Jamaica in May 2024 in cooperation with the Office of the National Rapporteur of Trafficking in Persons (ONRTIP). More information will be shared when it becomes available.

Participation and Evaluation

Across the three Forum days, 72 individuals from 15 countries representing 47 organizations came together in Port of Spain, Trinidad and Tobago. The countries with the most representation were Trinidad and Tobago, Haiti, and the United States. Furthermore, 94 participants joined online. They attended from 30 different countries, many from outside the Caribbean as well.

An evaluation form was sent to all participants to solicit necessary feedback, which can be implemented in future Forums, both for the Caribbean Regional Forum, the upcoming Regional Forums, as well as the Global Forum.

The evaluation indicated that participants were overall (very) satisfied with the Forum, the quality of the presentations, audio and video, accommodation, and food. 100% of those participants who shared their feedback stated they would attend the Forum again in the future.

Furthermore, their comments indicated that participants appreciated the opportunity to network with a variety of actors from different fields of the movement and share resources and knowledge. Thus, all participants who filled out the form claimed to have made meaningful connections with whom they could continue working after the Forum.

Regarding the topics of the Forum, the focus on survivor leadership on the last day was received particularly well. Nevertheless, it was stated that all content was appreciated.

In the evaluation, attendees were asked to share ideas for topics to include in the next Caribbean Regional Forum. Here are their responses:

- Cybercrime
- Survivors with disabilities
- Migrants and the legal challenges to getting proper assistance because of their legal status
- Case studies to present real data
- The progress made on the amendments to the relevant laws and more advocacy materials
- TiP Shelter Management
- Faith-Based Organizations' role in ending human trafficking

These will be taken into consideration in the planning period of the Caribbean Forum 2024.

Speaker and Presenter Bios



Ms. **Alana Wheeler** is an experienced, results-oriented, purpose-driven leader with a proven ability to optimize any organization. She is passionate about fighting against the exploitation and abuse of migrants, women, children, and vulnerable persons in our society. She graduated from the University of the West Indies Management Studies Programme and Institute of International Relations, St Augustine. Ms. Wheeler is also a Foreign Fulbright Scholar and an alumnus of the Georgetown University Security Studies Program, the International Visitors Leadership Program, the International Law Enforcement Academy, and the National Defense University.

Ms. Wheeler has worked in the field of National Security for twenty-five years. This includes work with the United Nations Development Programme, Transparency International, the Organisation of American States, CARICOM IMPACS, and the Pan American Development Foundation. Her most recent work was as the Director and Deputy Director of the Counter-Trafficking Unit of Trinidad and Tobago, where she operationalized, developed, and promoted the work of the CTU and the government's anti-trafficking efforts.



Andreina Briceño Ventura-Brown is Venezuelan, originally from Maracaibo, Zulia State. Proud firstborn of Dr. Felipe Briceño and Edelmira Ventura, shared childhood with two brothers and four sisters, is the mother of 3 teenagers, and wife of a persistent local businessman. She volunteered from the age of 12 in a non-profit organization that cared for at-risk or street children. There she strengthened her passion for helping others by empowering them and making them feel useful and loved in society. She grew up within the institution until, professionally, she became the Public Relations Officer and Events Managements of Villa Feliz.

She has a degree in Social Communication mentioned Community Development from the Catholic University Cecilio Acosta of Maracaibo. During her career, she formed her character and knowledge of the arts, culture, integration, and the common good for the development of communities.

An effective communicator at all levels with excellent problem-solving and analytical abilities. Announcer, Creative, poet, composer, writer... She worked as a journalist in the Regional Broadcasting Corporation; La Columna, and El Tiempo newspapers; the television station Televiza del Zulia; and a producer of the radio program A Primera Hora and the Cultural Agenda of Circuito CRB. Also, Freelance interpreter with BBC London.



Me. **Andrews Kananga** is currently the Executive Director of the Legal Aid Forum – Rwanda, a position he has held since 2008. From 2004 – 2008, he was a Senior Legal adviser to National Semi-traditional Courts (Gacaca) that were charged with trials of people suspected of having committed Genocide in Rwanda. In 2012, Andrews was among the three Legal experts nominated by the Ministry of Justice in Rwanda to oversee the development of a legal aid policy in Rwanda. He has contributed enormously to legal reforms in Rwanda, which ushered in the legal aid policy, legal aid bill, reform of the penal code and criminal procedure code, and many more pieces of legislation that favor access to justice for the poor and vulnerable in Rwanda. Andrews is a founding member of the African Centre of Excellence for Access to Justice (ACE-AJ) and head of research in the same center.



Awah Francisca Mbuli is a survivor of sex and labor trafficking. She is the founder of Survivors' Network (SN), a Cameroonian-based, female survivors-led NGO that fights against all forms of human trafficking. SN rescues and provides temporary housing, psychosocial services, vocational training, and economic empowerment programs to victims of human trafficking and internally displaced women. She advocates both with governments and the general population.

For her efforts, Awah has been awarded numerous distinctions, including, but not limited to, being one of the 50 Most Influential Cameroonians and an Obama Africa Leader and having received the African Dream Achievers Award, the US Trafficking in Persons Hero award, and the World of Difference Award 2022 for Economic Empowerment of Women.

Furthermore, Awah is one of the Freedom From Slavery Forum Ambassadors.



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.



Cavelle Mills-Walters is a Woman Police Sergeant attached to the Counter Trafficking Unit who has been employed with the Trinidad and Tobago Police Service for the past 25 years. She is a mother of two adult girls and is divorced.

Cavelle holds a diploma in Criminology from the University of the West Indies. She has received several pieces of training connected to human trafficking, including from the Caribbean Regional Drug Law Enforcement Training Centre, the UNODC on detecting, investigating, and prosecuting Trafficking in Persons following a victim-centered approach, and several training courses by the International Centre for Missing and Exploited Children, the US FBI. Furthermore, as trained by the National Security Training Academy, she has been trained to understand trauma in children and adolescents and courtroom procedures and practices.

Moreover, she is the founder and President of the Choice Foundation. The NGO was founded in 2016 to provide a safe haven for victims of sexual exploitation and abuse and children affected by societal ills. They also offer support and guidance to their families.



Charmaine Gandhi-Andrews served in Trinidad and Tobago Public Service for thirty-eight years, thirty-two of which was spent as an Immigration Officer in the Ministry of National Security. She became the first female Chief Immigration Officer in Trinidad and Tobago in 2015, a position she held until her early retirement from Public Service in January of this year.

Passionate about issues relating to trafficking in persons, Charmaine has been involved in anti-human trafficking activities since 2009. She advocated for and was actively involved in developing and implementing policies and legislation on trafficking in persons in Trinidad and Tobago. In 2012 she was appointed as the first Director to lead the establishment of Trinidad and Tobago's Counter Trafficking Unit and develop and implement the country's anti-trafficking efforts. She led the investigation, identification, rescue, rehabilitation, and reunification of victims of human trafficking with their families.

The US State Department recognized Charmaine as a hero acting to end modern-day slavery in its 2014 Trafficking in Persons Report. In December 2022, she was honored with the Migrant Hero Award from the International Organization for Migration, Port of Spain office, for her years of dedication and service in the field of migration.



Dr. Cleophas Justine Pierre is an ILO Trained Labour Market and Migration Consultant, specialising in the disciplines of Employment, Underemployment and Unemployment, and is currently a leading Black researcher in Canada and the Caribbean Region. His primary area of expertise is in the field Migration, and Labour Market Research fields, which involves matters relating to forced migration, human trafficking, Migrant smuggling, migrants' labour rights, data analytics, social research, conducting surveys, and the formulation of Labour Market Information Systems (LMIS)

Over the last 10 years, Dr. Pierre conducted in excess of 60 consultancies in more than 30 countries and has been on several overseas missions as a team member to review, evaluate and appraise programmes aimed at promoting labour market research in the countries of Latin America, the Caribbean region and Africa. He is also a Graduate of the University of Toronto, the University of Ryerson, Charisma University, the University of Technology Jamaica and the University of London.

In 2012, Dr. Pierre was one of a four-person team that completed the first Labour Market Needs Analysis in the Organization of Eastern Caribbean States. Additionally, Dr. Pierre was part of a small team that conducted the EU "Thematic Global Evaluation Survey" in the sectors of employment, social inclusion including vocational training (TVET). The Thematic Global Evaluation Survey was conducted in the countries of Chile, Jamaica, Kyrgyzstan, Morocco, Ukraine, South Africa, and Vietnam.

Between 2016 and 2023, Dr. Pierre and his firm conducted Fourteen comprehensive studies in the fields of Labour Market Needs Assessment, Statistics, Labour, Migration and Human Trafficking in the Caribbean Region and Canada. (<https://dpbglobal.com/>) in which he was one of the principal researchers.



Ms. Coleen Morris is the Anti-Human Trafficking Officer for the Office of the National Rapporteur on Trafficking in Persons (ONRTIP). She supports the National Rapporteur on Trafficking in Persons and the Senior Anti-Human Trafficking Officer in research, policymaking, monitoring, evaluation, and reporting of strategies geared towards enabling the mitigation and reduction of Human Trafficking in Jamaica.

Ms. Morris plays a key role in the development of initiatives geared towards enabling survivors and vulnerable groups to understand the normative and regulatory framework surrounding the issue of human trafficking and monitors and reports on the nature and scope of human trafficking in Jamaica, including for the U.S. Department of State's Trafficking in Persons Report.

She holds a Bachelor of Science (BSc.) in Psychology and a Master of Science (MSc.) in Applied Psychology. She has years of experience playing various roles in the design, implementation, analysis, and reporting of data for various stakeholders.



Dawn Hector has twenty-one (21) years of law enforcement experience in the Trinidad & Tobago Police Service. She is an experienced investigator and trainer in Trafficking in Persons both regionally and nationally for over nine (9) years. She was instrumental in the operational development of the Counter-Trafficking Unit of Trinidad & Tobago. Dawn has also assisted with developing several training materials for Human Trafficking investigators, including a handbook for Investigators in the Caribbean coordinated by IOM. She has extensive international and local experience in Trafficking in Persons as a trainer and researcher. She has been IVLP Trained by the US State Department, United States of America, and also the Caribbean Regional Drug Law Enforcement Training Center, Jamaica, as an Investigator.



Mrs. **Diahann Gordon Harrison** has been the Children's Advocate of Jamaica since January 2012 and has been Jamaica's National Rapporteur on Trafficking in Persons since March 2015, making her the first to hold such a post in the Latin American & Caribbean Region. She is an Attorney-at-Law by profession, with over 20 years of experience, and has practiced at the Public Bar since her graduation from The Norman Manley Law School. Prior to her appointment as Children's Advocate, Mrs. Gordon Harrison served as a Deputy Director of Public Prosecutions within the Office of the Director of Public Prosecutions.

Known for her advocacy skills, she states that her current roles provide a national and regional platform from which to promote the rights of children and other people in vulnerable circumstances from a victim-centered and rights-based orientation. She is also passionate about accountability frameworks through which persons who violate the rights of children and vulnerable persons can be held responsible for their actions.

Mrs. Gordon Harrison is an Associate Tutor at the Norman Manley Law School, has also been an external reviewer for the British Council in Jamaica, and has been designated champion for CARICOM's Regional Sex Guidelines for Courts. In November 2019, she was certified as a global expert by the Geneva-based Justice Rapid Response Roster of global experts in International Criminal Law for potential deployment worldwide with a focus on Crimes against Humanity, War Crimes, and International Human Rights Law. Since 2020 she has been a serving member of the Board of Directors for the International Society for the Prevention of Child Abuse and Neglect, a United States-based non-profit organization that works in over 200 countries worldwide.



Dyliet Jean-Baptiste is currently the coordinator at the Bureau of Workers for the Defense of Human Rights, a human rights organization providing legal support to victims of human trafficking in Haiti. A Haitian national born in the municipality of Bombardopolis, he attended several universities, including the School of Law and Economics of Gonaives, the Ecole Normale Supieure, the Institute of the Francophonie for Management in the Caribbean, and the Jean Price-Mars University. He has been a lawyer since 2006. He embarks on the fight against prolonged preventive detention, focusing on violence against women and the defense of minors and workers. He intervenes as a lecturer on the problems of the penal system. He is well known in the human rights sector for providing his services: to the Bureau of International Lawyers without Borders of Canada, Defenders of the Oppressed, and the Human Rights office in Haiti. He supervises young lawyers at the bar of the Croix des Bouquets and his firm.



Elswith Chevez is the Victim Assistance Coordinator for the Human Trafficking Institute - Belize. Elswith holds a Bachelor's Degree in Social Work from the University of Belize. The VAC's primary roles and responsibilities are to collaborate and coordinate between the ATIPS Police Unit and the assigned Social Work Practitioners - Department of Human Services. Elswith assists in facilitating support and services for victims from when they are identified to the conclusion of the criminal case against the trafficker.

Prior to Elswith's employment with HTI, she was employed by the Government of Belize within the Department of Human Services as the Human Development Coordinator; this is how she first came in contact with victims of human trafficking.



Dr. Floyd Morris is the first Jamaican and English-speaking Caribbean person to be elected to the United Nations Committee on the Rights of Persons with Disabilities, which is a body of independent experts who monitor the implementation of the Convention for the Rights of Persons with Disabilities by the states which are signatories. He currently serves as Director of the UWI Centre for Disability Studies and the Caribbean Community (CARICOM) Special Rapporteur on Disability.

The Hon. Dr. Floyd Morris is no stranger to the Senate, having previously served two terms as Senator from 1998 to 2007. He returned to the Senate in 2012 and was elected as President in 2013. Senator Morris is the first blind person to become President of the Jamaican Senate.

Dr. Morris holds a Doctor and Master of Philosophy in Government from the University of the West Indies (UWI). He also obtained a Bachelor of Arts in Mass Communication from that institution. He has researched several areas related to the inclusion of persons with Disabilities in several aspects of Jamaican life. Today, he is a lecturer at UWI with a

	<p>special focus on Disability Studies and Politics. I am also the lead researcher at the UWI Centre for Disability Studies.</p>
	<p>Freda Catheus leads Beyond Borders' work to overcome poverty, prevent violence and abuse, and develop leaders on Haiti's Lagonav Island -- home to some of our world's most vulnerable and marginalized.</p> <p>Freda supervises a team of 11 highly trained and deeply committed community organizers offering rural communities on Lagonav both a vision for how life in their communities can be much better and proven tools they can use to build that better life in this lifetime.</p> <p>A native of Lagonav, from an early age, Freda stood out in her community and church for her leadership. Despite having just a third-grade formal education, as a young woman Freda was nominated for a scholarship to train community organizers at a well-respected program on Haiti's mainland. She was the first woman ever to receive this honor. From this training, Freda emerged as a recognized leader both on Lagonav Island and on the mainland for her work in rural communities and with farmers' and women's organizations. Freda became the first female president of the regional association of community organizers on Lagonav, serving two three-year terms as president.</p> <p>She was then recruited by Fonkoze - Haiti's largest financial inclusion institution - to be part of a team trained in Bangladesh in a new approach to equipping the very poorest families to escape extreme poverty for good. This is the same model that Beyond Borders now uses in the Family Sponsorship Program that St. Martin's and many parishioners individually have so generously supported.</p>
	<p>Gilberto Zuleta is a lawyer with a master's degree in human rights and studies in international relations, public policy, gender, and an international accreditation in criminal profiling for sexual crimes.</p> <p>For the last nine years, he has worked with UNODC in the area of trafficking in persons and smuggling of migrants providing technical assistance to authorities in the development of studies, design of tools for the identification and referral of cases, and the investigation and prosecution, implementing training to criminal law practitioners, among others, in countries such as Bolivia, Colombia, Brazil, and Jordan.</p> <p>He currently serves as Regional Officer of the UNODC Global Programme against Trafficking in Persons for the coordination of the TRACKforTIP Initiative covering eight countries in Latin America and the Caribbean, including Trinidad & Tobago.</p>



Dr. **Jason Haynes** is a Barrister-at-Law, Solicitor, and Associate Professor of Law and Deputy Head of Research at the University of Birmingham. Prior to taking up this role, he was a Senior Lecturer in Law and Deputy Dean for Graduate Studies and Research at the University of the West Indies, Cave Hill Campus, Barbados, and a Senior Legal Officer at the British High Commission. He was an O'Brien Fellow in Residence at McGill University and is a Fellow of the UK Higher Education Academy. He is a National Scholar from St Vincent and the Grenadines, a British Chevening Scholar, and a Commonwealth Scholar. His book, *Caribbean Anti-Trafficking Law and Practice* (Hart 2019), is the leading monograph on human trafficking in the region.



John Miller assumed the role of Political Officer at the U.S. Embassy Port of Spain on September 16, 2021. The political office is responsible government to government relations, human rights, and security assistance. He holds a degree in Economics, Mathematics, and Islamic and Middle-Eastern History from the University of Colorado and in Business Operations and Data Analytics from the University of Pennsylvania's Wharton School of Business. Prior to the Foreign Service, John was a business owner, worked in linguist and counterintelligence contingency operations, and worked as a crew chief and auxiliary rotary aviation pilot for the U.S. Department of Defense. He spent six years serving in Iraq, Afghanistan, Syria, North Africa, Kuwait, Qatar, Bahrain, and Pakistan, among other places. Although born in the United States, John's father served in the Air Force, so he grew up learning German, Polish, and Russian in Europe. He loves flying, rebuilding cars, and DIY home improvement and construction projects in his free time.



Ambassador **John Richmond** is a Dentons' Federal Regulatory and Compliance practice counsel. 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 with 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.





Mr. **Kwasi Cudjoe** is a Social Project Consultant with professional experience in grant acquisition and social project implementation. He has worked with civil society and government ministries in engaging at-risk groups and vulnerable populations through various programs and initiatives. Mr. Cudjoe is a Director at Pison Solutions, a non-governmental organization that promotes social change and development by connecting people, ideas, and resources. As a Programme Coordinator within the Office of the Prime Minister Gender Affairs Division, he has developed and coordinated programs to counteract negative gender stereotypes and norms. He is a trained facilitator and has extensive experience delivering several programs.

Through the Men Can men's group which he founded, Mr. Cudjoe honors his passion and commitment to male personal development by working with a team to create safe spaces for men to address various issues. Some of his work in engaging men and boys includes the Inside Out Dad program for incarcerated fathers, the OPM's Barbershop Initiative, and the collaborative Project SARAH with the Counter-Trafficking Unit. Mr. Cudjoe holds a Bachelor of Science degree in Behavioural Science from Andrews University and a Master of Education degree from the University of the West Indies. Mr. Cudjoe firmly believes in investing in people and building social capital, as reflected in his personal motto: "If I can empower people, then I can improve lives."



Lindsey Lane is the Senior Legal Counsel for the Human Trafficking Institute (HTI) located in Washington DC. At HTI, Lindsey serves as the lead architect and author of the annual Federal Human Trafficking Report. In this role, she manages the data collection and analysis of every federal human trafficking case filed in the United States each year and briefs government leaders and other anti-trafficking stakeholders on key findings and emerging trends in efforts to improve the prosecution of traffickers in the federal court system. In addition, Lindsey provides legal support for HTI's Thought Leadership team, which develops and advocates for innovative and data-driven strategies for combatting human trafficking based on proven victim-centered enforcement models. As Senior Legal Counsel for HTI, Lindsey also serves as a project attorney under a Central American Security Initiative grant for HTI's country program in Belize, where she assists in advocating best practices for investigating and prosecuting human trafficking cases. Lindsey is an experienced prosecutor and trial attorney at both the State and Federal levels, most recently serving as a designated state

	<p>Human Trafficking Prosecutor for North Carolina, where she handled numerous human trafficking cases involving both labor and commercial sex trafficking from investigation through trial. Lindsey graduated from Salem Women's College and Liberty University School of Law.</p>
	<p>Lisa Ifill has been a career Public Servant for over 36 years, having entered as a Temporary Clerk at the Ministry of Finance in 1986. She has also worked at the Industrial Court as an Acting Research Officer I and at the Judiciary of Trinidad and Tobago for 15 years as Planning Officer II. She now holds the substantive position of Senior Planning Officer at the Ministry of Social Development and Family Services (MSDFS) in the Policy and Programme Planning Development Division (PPPDD). She has been the acting Director of Social Planning and Research since 2020.</p> <p>She has served on several Committees, such as the CARISECURE Task Force instituted by the Ministry of National Security; the Inter-Ministerial Working Committee for the Delivery of Care to Victims of Trafficking chaired by the MSDFS, and is currently serving as a Counterpart Team member on the Committee to address Violence in Trinidad and Tobago using the Public Health Approach, which the Prime Minister of Trinidad and Tobago commissioned.</p>
	<p>Justice Lisa Palmer Hamilton is a graduate of the University of the West Indies, Mona, where she completed, with honors, her degree in Law (1993). In 1995 Justice Palmer Hamilton completed her Certificate of Legal Education at the Norman Manley Law School and was subsequently called to the Bar in Jamaica.</p> <p>Justice Palmer Hamilton worked as Clerk of Court in the Clarendon Resident Magistrate's Court (now Parish Courts) before being invited to join the prosecutorial arm of the State, the Office of the Director of Public Prosecutions (ODPP), in 1996 as Assistant Crown Counsel.</p> <p>While at the ODPP, Justice Palmer Hamilton prosecuted matters in the Circuit Courts, Full Court, and the Supreme Court and prepared and presented cases in the Court of Appeal.</p> <p>Justice Palmer Hamilton served in the DPP's Mutual Legal Assistance, Money Laundering, and Forfeiture of Proceeds Unit in 1997 and eventually acted as head of the Unit.</p>



Magarette Georges is one of the women models in the Judiciary system in Haiti. After her Primary and Secondary school, she studied Law at the State University of Haiti - Faculty of Law of Cap-Haitian. She was an activist lawyer at the Bar of Cap-Haitian. Founder of the Health Law Unit for the defense of Human Rights, dealing particularly with the defense of the rights of women and girls who are victims of organized violence. She also studied Accounting at the Polyvalent University of Haiti. She specialized in Financial Control at the National School of Financial Administration and worked in this capacity at the mayor's offices in the municipalities of Cap-Haitian, Quartier Morin, and Limonade from 2006 to 2009.

Coming from the fourth Promotion of the School of Magistrate of Haiti EMA (2010-2012), whose initial training took place at the School of Magistracy of Bordeaux - France, she joined the Haitian judiciary as a Judge and then Investigating Judge, a position she currently holds at the Court of First Instance of Fort-Liberty.

Trainer in HUMAN TRAFFICKING for the School of Magistrate of Haiti (EMA) and the BEST Project (Building a strong environment to eradicate Human Trafficking) of the IAWJ, she trained more than a thousand justice actors (magistrates, police officers, members of civil society)

Past-President and currently Secretary General of the Haitian Chapter of the International Association of Women Judges (CHAIFEJ), a member organization of the IAWJ International Association of Women Judges, She has participated as a trainer since 2013 in projects funded by the Department of State of the United States of America through the IAWJ.



Maria de Gutiérrez Ortiz Monasterio graduated in Law with a specialty in Criminal Justice from the Universidad Panamericana de México and Diplomas in gender criminalistics, public policy and studies on the International Criminal System, Criminology, Human Rights, Trafficking in Persons (TiP), Smuggling of Migrants (SoM) and Cybercrime.

She has 14 years of experience in Human Trafficking matters and has worked since 2003 in the Ministry of the Interior in the Unit for the Promotion and Defense of Human Rights in the Federal Government of Mexico. Since 2013 she has been in the United Nations Office on Drugs and Crime (UNODC) for Central America and the Caribbean based in the regional office in Panama City as coordinator of different projects:

Since August 2022, she has been the Project Coordinator of the OCSEA T&T Project, Strengthening Trinidad and Tobago capacities to effectively prevent and counter online child sexual abuse and exploitation and related crimes, part of the Global Programme of Cybercrime of UNODC, funded by Canada.



Merphilus James is an avid disability rights advocate from the island of Saint Lucia. He has served as President of the National Council for Persons with Disabilities (NCPD) in Saint Lucia since January 2015. In 2019 he was elected President of Disabled People's International North America and The Caribbean Inc. (DPI NAC) at the Tenth Regional Assembly, which was held in Saint Kitts.

Due to an extremely rare condition called Amniotic Band Syndrome, Merphilus was born on February 09, 1984, with differences in his right hand and left leg. He has used a left prosthetic leg from the age of four. James is passionate about advancing persons with disabilities through education, social justice, and empowerment, harnessing the innate talents of PWDs in advocacy and public awareness.

Merphilus James has held positions in public service as a Programme Officer and National Volunteer Coordinator in the Office of the Prime Minister of Saint Lucia. He is currently a Training Officer with the National Skills Development Center, where he cherishes his involvement in the education of youth in invaluable, marketable technical vocational skills.



Neil Bacchus is the Chief Executive Officer of the Indigenous Peoples' Commission which promotes and protects the rights of Indigenous Peoples in Guyana. He has double master's qualifications, professional qualifications in project management, and a degree and diploma in Public Management. Neil serves on several NGOs, including the National Task Force on Trafficking in Person and the Inter-religious Organisation in Guyana. He is a community, religious, and youth advocate. He has over twenty-eight years of working experience and possesses excellent logistical, training, and operational skills. Neil has recently completed a Fellowship Program in Religious Dialogue and culture and is committed to moving Guyana and the Caribbean forward.



Pamela Vargas Gorena works as part of the Rights Lab's Law and Policy Programme, conducting contextual research and engagement focused on antislavery law and policy frameworks to deliver bespoke legislative toolkits. She contributes to expanding a database of domestic legislation, and international obligations of all UN Member States maps global legislation to understand trends, successes, and failures, and identifies factors contributing to positive legislative change. Her research background includes comparative law and jurisprudence and the assessment of government law, policies, and capacities. As a qualified Bolivian lawyer, she previously held management positions in government, contributing to the development of law and public policy at central and local levels. She also has been part of UN-Habitat, working on the Urban National Policy, and has frontline experience working with vulnerable youth in the non-profit sector.





Sandra K. Gipson is a native Jamaican. Ms. Gipson has been a proud member of the National Organization of Black Enforcement Executives (NOBLE) since 2008, Executive Board Member of the Jamaican Diaspora Southern USA National Council of Negro Women (NCNW) National Human Trafficking Committee Chair, and NCNW Executive Board Member at Large. Ms. Gipson is currently a member of the Metropolitan Dade County Section NCNW, a Board Member of the Greater Miami Urban League, and an Executive Director of the People Profile Organization. She served two terms as President of the Metropolitan Dade County Section of the National Council of Negro Women, Inc. (MDCS-NCNW). As president of MDCS-NCNW, Ms. Gipson led the organization to new heights, not only in membership but also in developing scholarships, partnerships, and community awareness. NOBLE South Florida Chapter Sector Member of the year 2015, MDCS-NCNW awarded her the Dr. Dorothy Height Leadership Award in 2016, Dr. Mary McLeod Bethune Distinguished Award in 2018, National Association of Negro Business and Professional Women's 2018 National Sojourner Truth Meritorious Service Award, Barbara Carey Shuler 2018 Human Rights Community Activist award, Delta Sigma Theta Sorority, Inc. Dade County Alumnae Chapter, Delta Honors 2019 Community Service in Political Awareness & Involvement, Live America Life Insurance Agent of the Year 2019, and People Profile Corporate Citizen of the Year 2020.

During her tenure as Section President, she was elected as the 2016-2018 National Executive Committee Member-at-Large, becoming the first elected official from the State of Florida to serve on the National Board. She was re-elected to serve a third term in 2022-2024.

Ms. Gipson worked with Florida legislators in proposing Human Trafficking Education Bill 2019, a policy adopted by the department of education, making Florida the first state to teach Human Trafficking Education in school. In September 2020, Dr. Johnetta B. Cole, NCNW National President and Chair, appointed Ms. Gipson to the position of NCNW National Chair Human Trafficking Committee.



Smith Maximé is currently serving as the Caribbean Regional Director since 2021, after spending ten years as Haiti country Director for Free the Slaves. He is playing a key role in the implementation of the Free The Slaves' 2021-2031 strategic plan in the region which aims at ending the conditions that allow modern slavery to persist in local communities. A Haitian national, Smith completed his primary, secondary, and university studies in Haiti. Early in his career, he worked in journalism and communication. He later devoted his time to organizational capacity building, promotion of the rights of vulnerable groups, gender equality, and project management. During the past decade, Smith has worked alongside Haitian non-governmental and community-based organizations to strengthen organizational and institutional systems, conducting organizational assessments, and developing and implementing programs to strengthen institutional capacity. In his work against discrimination, he has worked with organizations of people living with HIV/AIDS, disabled people, and individuals involved in the sex industry. A strong focus of this work has been on assisting these groups in building networks to promote their

	<p>rights. In 2006, Smith joined the office of the United Nations Population Fund (UNFPA) in Haiti, where he spent five years as the Gender and Rights Program Manager. In this role, the promotion of women's rights, especially the prevention of gender-based violence, was an important part of his work. Smith completed his university studies in law and earned a master's degree in project development at Quisqueya University.</p>
	<p>Dr. Stephany Powell retired from the Los Angeles Police Department (LAPD) as a Sergeant in charge of a Vice unit. Dr. Stephany Powell's unique insight into the world of child abuse, sexual exploitation, and trafficking gained through her thirty years with LAPD made Dr. Powell an unparalleled choice to lead Journey Out in 2013 (formerly known as the Mary Magdalene Project). Journey Out assist victims of human trafficking in finding their way out of violence and abuse, and trauma due to sexual exploitation or forced prostitution. In 2020, she joined the National Center on Sexual Exploitation (NCOSE) as the Vice President and Director of Law Enforcement Training and Survivor Services.</p> <p>Dr. Powell's passion and expertise in this field have translated within the last four years into new policies for the Los Angeles Fire Department (LAFD) and the national massage school industry. She has led education and awareness workshops for various audiences of law enforcement, prosecutors, and communities throughout the country and internationally. In 2019 she had the distinct privilege of training the Trinidad and Tobago Police Service on human trafficking awareness, prevention, and prosecution. These classes were intentionally designed to address specific problems within the region. Dr. Powell has spoken before the California Congressional Legislative committee in the State Capitol and addressed the Texas Legislative Black Caucus in Austin, Texas. Since 2013 she has educated over 11 thousand people. Dr. Powell is clearly a recognized expert on the subject of human trafficking.</p>
	<p>Ms. Sylvie Bertrand (Canada, Bolivia) joined the United Nations Office on Drugs and Crime for Central America and the Caribbean (UNODC ROPAN) as its new Regional Representative in July 2022.</p> <p>Bringing extensive experience to the region, Sylvie joined UNODC in 2004. She has served both in the UNODC's field network in Kenya and South Africa and at its Headquarters in Vienna. More recently, she served as Deputy Regional Representative at the Regional Office for Eastern Africa, and prior to joining UNODC's management team, she worked at UNODC in various capacities, including as Advisor, Expert, Programme Coordinator, and Head of Pillar, implementing UNODC's health and social development mandate, including HIV/AIDS prevention, treatment, care and support of people who use drugs and people living and working in prison settings, as well as UNODC's response on drug use prevention, treatment, and care.</p> <p>Before joining UNODC, Sylvie served at the United Nations Development Programme (UNDP) as a coordination officer in the Resident Coordinator's Office in South Africa, and prior to joining the</p>

	<p>UN family, she had the opportunity to manage development projects in civil society organizations in Bolivia and Bulgaria. She worked in the municipal public sector, addressing management practices, including results-based management and service delivery.</p> <p>Sylvie holds a Bachelor's degree in Political Science, advanced degrees in Municipal Management and Law, and a Master's degree in Public Administration from L'Ecole Administration Publique du Quebec, Canada. She is fluent in English, French, and Spanish.</p>
	<p>Terry Dale Ince is a development specialist, social entrepreneur, and human rights advocate/activist, founder, and convener of CEDAW Committee of Trinidad and Tobago (CCoTT), a UN ECOSOC accredited volunteer non-governmental organization incorporated under the 1995 companies act of Trinidad and Tobago, focused on Advocacy, Education and Public Awareness on and for the sustainable implementation of the principles of the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW). Additionally, she is the Managing Director of TDI and Associates, a Change and Development Management consulting practice which integrates the principles of change management into daily practice for behavior change.</p> <p>Prior to joining the civil society sector, Terry enjoyed a career in business and technology, where she managed territories in the private and public sectors while contributing to non-governmental organizations (NGOs) in developed and developing countries and underserved communities.</p>
	<p>Tim Howe currently works as Senior Regional Migrant Protection Specialist with IOM's Regional Office for Central America, North America, and the Caribbean, based in Costa Rica. Tim has been working with IOM and other UN agencies for more than 15 years, primarily in areas related to migrant protection, mixed migration, and counter-trafficking, including in emergency contexts. Previous postings have included positions in Kenya, Tanzania, Thailand, and Costa Rica, as well as in Geneva, Switzerland. Before his current position, Tim was the Regional Coordinator for the Interagency Response for refugees and migrants from Venezuela (R4V), based in Panama.</p> <p>Tim is a German national and holds an LLM in International Law/ Human Rights Law from the London School of Economics. He is a certified mediator and has published different academic articles, including also on the principle of non-refoulment and on the work of international criminal tribunals on gender-based violence.</p>



Tinestia Haynes has a master's degree in Counselling Psychology and is a counseling psychologist by profession. She has been working in the field of helping professionals and social services for the past 16 years and has also worked in the areas of child protection, counseling, mediation, and social support. She has gained vast experience at several organizations, including the Ministry of Social Development and Family Services, the Ministry of Community Development, the Judiciary of Trinidad and Tobago, the Children's Authority of Trinidad and Tobago, and the North West Regional Health Authority. She is currently the case Coordinator at the International Organization for Migration Port of Spain.



Zeke Beharry currently serves in the capacity of Project Officer, where he assists with identifying the strategic entry points for collaboration with the key stakeholders as well as manages a two (2) year (2022 – 2024) Trafficking in Persons (TIP) project aimed at strengthening the victim support environment in Trinidad and Tobago. Prior to his appointment as Project Officer at the IOM, Zeke Beharry served in various sections within the National Security domain for over twelve (12) years, in areas of policy, strategy, and analysis, where he was charged with carrying forward the research on selected issues and providing objective, credible policy guidance on national and international security related matters to the Chair of the National Security Council – the Prime Minister. He also served in positions where he was responsible for the negotiations, development, coordination, and advancement of national migration, border, and regional security projects. Zeke possesses an MSc. Security, Conflict, and International Development as well as obtained a BSc. International Relations.

Appendix

Day 1 – Charmaine Gandhi-Andrews’ Keynote Speech

‘FROM AWARENESS TO UNDERSTANDING TO ACTION TO CHANGE’

Trafficking in persons has evolved into a serious transnational threat facilitated by globalization and fueled by the demand for cheap labour and the lucrative illicit proceeds it generates from victims’ exploitation. The profits of the criminal practice of the exploitation of a person have been estimated at \$150 billion US dollars annually juxtaposing between that from drug trafficking and arms trafficking.

This modern-day slavery affects the lives of millions of women, men and children across the world, many of whom are held against their will in slave-like conditions and forced into servitude, forced labor, or the commercial sex trade.

The phenomenon that is trafficking undermines healthy economies, the rule of law and democratic values, and has a detrimental effect on States’ application of due diligence. But more importantly, trafficking in human beings imposes social and public health costs as it inflicts grave damage upon its victims.

Human trafficking poses a serious threat to the national security of States through the activities of criminal networks who are also engaged in corruption, money laundering, document fraud and forgery, kidnapping, pornography, drug cultivation and drug trafficking, migrant smuggling, vehicle theft, trafficking in arms, and 2 many other forms of organized crime. Trafficking organizations have been known to force their victims into perpetrating crimes which include stealing, begging, pick-pocketing and drug trafficking. Men, women and children have been trafficked for terrorist acts and boys and girls have been trafficked as child soldiers.

Sex trafficking is the most cruel form of trafficking often involving unspeakable violence toward women and girls; labour trafficking has become widespread to meet the demand for cheap labour; child trafficking and trafficking for illegal adoption is growing at an alarming rate; trafficking of women and girls for sham marriages lead to sexual slavery and slave like-conditions; organ trafficking continues to be cause for concern and mixed trafficking and internal trafficking seem to be the new pattern for traffickers to maximize the exploitation of their victims.

My question to you this morning is are you confused yet? Are you concerned? Are you simply listening? I have just used 10 terms for trafficking in persons and outlined 15 forms of

exploitation used by traffickers. This highlights the multifaceted, complex, and dynamic social phenomenon that is trafficking in human beings.

The accepted definition of trafficking in persons, compartmentalized into act, means and purpose alerts us to the fact that we are not dealing with a simple violation as the crime of trafficking in persons is a process and not a single event. To fathom the crime and to be able to mount an appropriate counter offensive, requires us to be open-minded, non-judgmental, aware of human vulnerabilities, willing to listen, willing to investigate even though the victim's 'story' sounds farfetched, willing to render assistance and willing to take action to stop it from happening to someone else.

One of the biggest impediments to anti-trafficking efforts is a lack of understanding of the issue despite the many publications about human trafficking and public awareness campaigns to prevent it. Another is that many people simply do not care.

In our quest to make sense of human trafficking thriving in our modern society and maybe to blame something for this 'shameful crime that robs people of their dignity', we search for root causes, identifying poverty, oppression, lack of education, lack of social or economic opportunities and dangers from conflict or instability; we talk about addressing supply and demand but sometimes it is done in much the same way that traffickers view their victims- as a commodity- forgetting that at the center of it all is a human being full of hope and promise, fear and disappointment; an individual who desires to change his life circumstances for something better, something meaningful and is willing to take a risk, a chance at having a better life if an opportunity-the demand, presents itself. So how do we really prevent this human being and the endless others like him from falling victim to a trafficker? 4 From being exploited? And how do we stop ourselves from becoming too clinical in our approach to tackling the problem?

To prevent something means to ensure that it does not happen and implies taking advance measures against something possible or probable. Prevention is typically used to represent activities that stop an action or behavior. If we use this definition of prevention, then clearly we have failed since every day someone becomes a victim of trafficking and the exploitation of human beings continues to thrive. Too often our prevention efforts address exploitation after harm occurs, reactive, instead of proactively addressing known risk factors. I think one of the most damning findings in this year's UNODC Global Trafficking in Persons Report that proves that we have failed is that 'victims rely on self-rescue as anti-trafficking responses fall short'. 41% of victims discovered is due to initial action **by the victim** and only 28% by law enforcement. That is unacceptable.

But the term prevention can also be used to represent activities that promote positive action or behavior and in this regard we have made strides over the years. I think back to Trinidad

and Tobago's journey to countering human trafficking and my own evolution having been placed as one of the leaders to develop and implement measures to address the issue.

It was sometime in 2007 when I first heard the terms 'trafficking in human beings', sexual exploitation, labour exploitation and domestic servitude, challenging my thinking regarding prostitution and foreign nationals working and living illegally in the country.

As an immigration officer we had been accustomed to raiding business places to detain foreign nationals working without work permits, who had overstayed their landing certificates or entered the country illegally; swooping down on illegal brothels to arrest those women working as prostitutes. They would be kept in detention, prosecuted and deported. Those actions were intended to stop or prevent migrants from breaking the immigration laws. Did it do that? The obvious answer is NO. Migrants continued to come and were willing to risk detention, prosecution and deportation to live, what for them was a better life, earning money to send back to their families so that they too could have a better life and that scenario continues even today.

It was inconceivable to think back then that any of those who we found prostituting may have been forced to sell themselves or those who were working and living in factories were being threatened with exposure of their illegal immigration status. That changed in 2010 when I encountered the first victim of trafficking. The story she gave was so fantastical that my mind could not accept what she was saying. But it was the way she told us what happened to her, the faraway look in her eyes, the complete lack of emotion, the emptiness she displayed that made us stop and think. As we investigated her story, everything single thing she told us proved to be true... and there it was, the stark realization that human trafficking was real, and it existed in my country.

Without laws against trafficking in persons and trauma-informed protection systems we used the relationships we had with local NGOs and the resources of the International Organization for Migration to assist this young lady and get her home. We discovered several more victims thereafter and each time as we listened to what they had endured and saw them cowering with fear, having to assure them that they were safe, seeing that look of helplessness and hopelessness we became more resolute in the need to do something, anything to stop it. At the time we did not know what, but what we did do was listen intently to the victim which led to us learning the signs of human trafficking, we gained an understanding about how they were lured into the situation and their mental and emotional state, which enabled us to immediately recognize a case of trafficking and take the necessary action. Awareness to understanding to action- change took a little longer.

Through the work of the IOM and support from the State Department we drafted a trafficking policy and legislation was passed in 2011. But the struggle to get the legislation proclaimed and to be able to put prevention, prosecution and protection systems in place took a 7 great

deal of effort. The biggest challenge became how do we change mindsets on the issue of prostitution and illegal migration.

As a country and region we have come a long way in the last 13 years - legislation enacted, counter trafficking units established, lots of training on trafficking, national plans of action to prevent trafficking, public awareness campaigns, hotlines, convictions of traffickers in some jurisdictions, but the response seems to wax and wane depending on competing resources and interests, changing governments, the Tier ranking in the USA TiP Report, the commitment of staff as well as the movement of staff within or out of stakeholder organizations. Too often experience is replaced by apathy and bias and sadly some of the challenges that we faced 10, 13 years ago we are facing today while human trafficking continues to thrive.

Prevention is regarded as one of the 4 key pillars in anti-trafficking efforts alongside prosecution, protection, and partnerships but really prevention subsumes the other 3. Prevention is the collective measures that we introduced and implemented in response to the criminal practice of exploitation of human beings.

It is the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children that countries readily signed on to; it is a government acknowledging that it has the primary responsibility for combating and preventing trafficking in persons and dedicating the resources needed to address the phenomena. It is the domestic legislation that criminalizes the offence with harsh punishment for those found guilty of trafficking and mandates assistance, protection and restitution to the victim; it is training law enforcement to identify and respond to situations which could lead to trafficking, and making it difficult for criminals to operate, it is the setting up of dedicated Units and Task Forces to investigate, plan and rescue a victim, the intelligence gathering and sharing, the evidence gathering, the swift prosecution of perpetrators, the training of the judiciary, policy makers and medical personnel on issues surrounding human trafficking; the protection systems that can lend to victims being more willing to participate in a prosecution; it is the collection and analysis of reliable data arising out of trafficking cases that can influence policy, strategy and guidelines; it is identifying the vulnerable sectors of the population and designing awarenessraising campaigns specifically for them; it is improving access to educational and vocational opportunities to enable individuals to gain employment; it is partnering with the media to maximize public knowledge and awareness; partnering with local NGOs and diaspora networks to help identify victims of human trafficking or provide them assistance and support services. It is listening to victims and gaining an understanding of the process that led to their exploitation so that we can better recognize and identify a victim.

We have already designed and implemented all those preventive measures but to be effective they must be constantly assessed and modified to disrupt the continuously changing operations of the traffickers. We cannot do the same things, recite the same message in

the same way and expect to end trafficking. Our prevention strategies must be designed differently to bring about awareness which promotes understanding, translates into action and produce change.

With that in mind we need 4 Rs and 3 Ps for any successful prevention effort: we must re-align our thinking about trafficking in persons moving the crime from invisible to visible, recalibrate our messages so they are reflective of today's trafficking scenarios, re-engage the public since public attitudes to this criminal practice must become strongly negative if we are to have a chance at ending exploitation, and revise the cycle- our responses to TiP must be updated all the time and be just as aggressive as the traffickers aggressive recruitment for victims. Achieving this, however, requires passion, purpose and perseverance.

Ambassador Richmond just spoke about 3 'U's: Urgency, Uniqueness and Unity and it occurred to me that we need to add one more 'Ubuntu' meaning compassion and understanding because we are dealing with people.

Ladies and gentlemen, we have work to do so let's get to it.

THANK YOU

Day 2 – Amb. John Richmond's Keynote Speech

As closing remarks of the second day, Ambassador John Richmond (ret.) presented the top ten failures of prosecutors transcribed below in extenso.

1. "Law Enforcement Expecting Mr. Right."

You know, there's this idea that people would have over-inflated expectations of what a person they're going to meet and fall in love with might be like - they're going to be the perfect person. I think a lot of Sergeants, a lot of detectives, and a lot of bosses have this over-inflated expectation of what a trafficking case should be when it's brought to them.

I think one of the biggest obstacles to effective prosecution is our supervisors because supervisors have a problem. They used to have a job that they were proud of. They used to actually, like, be the line person who was out there investigating, and they remember those days, they romanticize those days, they think they were really good at that original job. Now, they're a supervisor, they don't get to do the job, and now they can poke holes in other people's work as a way to show that they're really smart. So, whether you're the first assistant or criminal Chief in a prosecutor's office or you're the captain of a police station, the way that you communicate, that you really know what's going on is to poke holes in the case.

The challenge is it takes absolutely no talent to find the holes in a trafficking case. All it is is holes at the beginning. You hear about all these amazing cases, but you only hear about those on the back end after someone has successfully put the case together, but they all started as a complete mess.

The talent comes in finding the case in the midst of that mess. And so, we need line investigators and line prosecutors to be encouraged to advocate for their case within their own fractured justice system to actually get the case heard, to get someone to bring the case forward, and we need to encourage them.

And I think that's where Civil Society can come in and actually encourage them and help them figure out what needs to be done. Part of this is because there are those supervisors who are used to seeing event-based criminal investigations. So, there was a murder, or there was an assault, or there was a bank robbery, and it was all about that event. So, the officers are trained to bring them information about what happened at that moment, who was there, and how it occurred.

But trafficking cases are not event-based crimes. They're process-based crimes; they can occur over a long period of time. And so, the behavior of the trafficker might be different during the recruiting and grooming phase than in the initial type of coercion. And the methods of coercion can change over time and might be inconsistent. And so, if you're expecting the package that you're receiving to look like a standard event-based investigation where all the loose ends are wrapped up, you will never accept a trafficking case. And unfortunately, I think that's why we have so few prosecutions. Is it they're expecting this perfect case?

2. "Reflexively Prosecuting Victims."

I believe that you are more likely to get arrested as a trafficking victim in this world than you are as a trafficker. There is no doubt in my mind that it is a huge failure of prosecutions that leaves victims carrying that Scarlet F for Felony or that Scarlet M for Misdemeanor around. It inhibits housing and inhibits employment over and over again. I'm sure it affects people in a lot of other ways, but those are the two that keep coming up. I can't get housing, I can't get employment.

And for many victims in the United States, they're actually required to register as a sex offender, which means they can't live in many locations throughout the United States. And so, they carry this burden of having been prosecuted. There's a campaign going on right now in California about there being no child prostitutes. This idea is that there is no one under 18 that should ever be prosecuted for engaging in a commercial sex act, which is illegal in California. It's not to suggest that there's no agency amongst the young. It is that we decided culturally that people under 18 can't enter into contracts; they can't consent to all sorts of things. My kids can't go on field trips with their school without me signing a form. And the idea

that we would then prosecute them for engaging in acts that they're not old enough to understand or were too young to participate in is preposterous.

I honestly think the governments around the world and certainly the United States should actually make that an element of the crime. Remember, prosecutors think about elements, right? There are these certain elements that everyone has to prove to be in order to find someone guilty of a crime. Make it an element of the Crime of prostitution or commercial sex that someone is over 18. It's the burden on the prosecutor. They've got to figure out that someone is actually over 18. Just add it to the list of elements, and we'd never have another conviction of a minor. Like, it doesn't fix the coerced adults, right? They might still get improperly prosecuted or penalized for things, but we have to figure out how we can at least protect kids.

And then we have to come to a place where we are going to make good on our promise of non-prosecution - that no victim should ever be penalized for the unlawful things their traffickers compelled them to do. Whether that is a violent crime, a drug crime, a sex-based crime, or anything else - and you all know.

And I've heard several people mention that traffickers often compel their victims to engage in all sorts of criminal activity, not just for their profit, but for their control. They use their participation in illegal activity to actually control their victims even more. So that if you've committed this assault, if you've committed Identity theft, if you violated this law, you can't go to the police because now you'll get arrested. It's not just immigration offenses. They are wielding criminal activity as a weapon of coercion to control people consistently, and if government participates in that by continuing to prosecute victims, we're not going to have many cases. We're not going to see Justice.

3. "Arresting Victims for Their Own Good."

I can't tell you how many police officers I know who said, "We know she's a victim, but we're gonna arrest her for her own good." There's even a procedure in US law. It's called material witness warrants, where we can actually hold someone we don't believe committed a crime for a certain period of time. You had to make some extra showings to a judge.

It is consistently failing to understand the impacts of trauma, thinking that you put someone in a cage for a crime you don't think they committed for their own good, thinking that somehow this will help us build rapport, right? Of course, they're going to tell us what happened to them and who perpetrated it. We'll just put them in jail for a while. Over and over again.

And then I hear them justify it because they know it sounds preposterous. They say, "Look, if we released her, she would just go back into the life." And by the way, "into the life" is a phrase I cannot stand. I know everyone uses it, but you know what - it fails to address the

fact that someone was trafficked. She “went back into the life,” which suggests that she made a choice and wasn’t being coerced, right? And it’s not a life; it’s a crime.

They have a life of Freedom. That’s beside the idea that we would say we have to arrest her, or else she’ll just go back into life. I want to finish that sentence and say knucklehead because you didn’t arrest the trafficker. Because they’re not arresting them. If you actively arrest the perpetrator, you make it a lot more difficult for someone to go back to their trafficker because their trafficker would be incarcerated instead of them, which is the heart of our prosecution problem. We’re arresting the wrong people.

Okay, I will say, just as an aside, I have a good friend named Sheila, who lives in Nashville, Tennessee, who is a Survivor Advocate, Survivor leader. And she just came to a class I taught at Vanderbilt Law School, and she challenged me on this. She said, “The best thing ever happened to me was to be arrested!” I go like, “Sheila, I think I know what you mean. You mean it helps you have separate physical separation from your trafficker. You dried up a little bit?” Because she had begun consuming a lot of alcohol and drugs at the time. I’m trying to find a way to help her through this, and she’s like, “No, I’m glad I got arrested. I needed to be in jail.” I go like “Sheila, you didn’t commit the crime.” She goes, “Don’t challenge me on this, okay.” So, there are lots of different views out there, but I think we should stop arresting survivors, okay.

4. “Failing to Prosecute People who Purchase Commercial Sex.”

Now, I don’t know what the law is in your country. Maybe prostitution, commercial sex solicitation, and purchase are legal or decriminalized. You can still prosecute the consumers for something else. But in the United States, it’s honestly offensive that we’re not prosecuting anyone who purchases commercial sex because the law that they’re offending are state laws against purchasing or soliciting for commercial sexual activity. Those laws are neutral on their face; they apply to both men and to women. But if you pull the numbers, you will find that almost 99.9% of the people prosecuted for these offenses are all women. But there’s a man and a woman in almost every one of those offenses.

Could you imagine another law where somehow, we could get by society by saying, “We’re only going to prosecute one gender.” Could you imagine if we only prosecuted female bank robbers? You may not like the laws against commercial sex. That’s fine. I buy that, but if we’re going to have it, shouldn’t we apply it equitably?

5. “Failing to Arrest Known Traffickers.”

You know, I have to tell you that the stats on this are not good. And if you talk to the vice detectives in any city that you live in, talk to the key detectives that really know what’s going on. They know who all the traffickers are; they know them by name. They haven’t arrested them. You have to ask the question, “Why?”

Think about this - since 2015, around the world, we've had a 45 percent drop in global prosecutions of trafficking. A 45 percent drop! We were joking at our table earlier. They were blaming everything on Covid. Anything can be blamed on Covid. I'm going to keep doing that. When I mess up, it's Covid. I get it.

This problem started before Covid. Covid probably did accelerate it a little bit, but the trend is clear. That's crazy. So, you might be thinking, hey, 45 percent drop in global prosecutions, but that must mean there are fewer incidents of trafficking. Sorry, the number of identified victims has increased during that same period. We're identifying more victims but prosecuting fewer traffickers. How can that encourage anyone to participate in the process?

So, a few years ago, actually, many years ago now, it feels like, I ran the numbers about the probability of getting struck by lightning. So, they've identified this, we know the number of people struck by lightning every year, and we know the population of the planet. Here's the deal. You are more likely to get struck by lightning than prosecuted for trafficking someone. And how worried are you about getting struck by lightning, even in a thunderstorm? You don't even think about it. That's how traffickers think about the police. They're not worried about it. It's like getting struck by lightning. They might as well break the law.

What caused this 45 percent decline in global prosecutions? I don't know, but I have a couple of ideas. Let me share a few of them with you because I think they might matter.

One possible theory is that we've diverted trafficking cases into administrative labor violations. All over the world, I see it. You see it in the Gulf countries where they have a domestic worker that is found to have been trafficked. She's a forced labor victim, probably from Africa or the Philippines, in one of the Gulf States countries. And the result is that they give them a Labor Fine. They make the house owner pay basically what was owed under the contract, and they deport the person back to their own country. There's virtually no penalty. The penalty is that I have to pay them what I promised to pay them in the first place. In that setting, why not risk not paying someone if you don't believe people are valuable? If you're willing to commit a trafficking offense, there's no punishment. We're treating the cases like labor violations.

One of my concerns about the ILO estimate that came out in September - The number one recommendation was to improve collective bargaining rights. The number one recommendation in the ILO report giving us our new modern slavery estimate was improved Collective Bargaining. I'm not against unions. I'm all about collective bargaining. That's fine. But how many human trafficking survivors have turned to you ever in your career and said, you know what, things would've been a lot better if I could have collectively bargained with my trafficker?

If we are diverting our limited resources into general worker rights protections - that is noble and good, and we want workers' rights protections - but we have a limited amount of

resources in the trafficking space. And if we dilute it by moving into labor issues, I think we have a possible reason why we're seeing fewer prosecutions.

"Another reason is non-judicial settlements." I'm seeing a lot of people not having any confidence in the public justice system in their country, and they're basically going to say to the trafficker - this is the victim's family - "Let's just make a deal. Let's just make an out-of-court settlement to resolve the matter because we don't have time to go through a 13-year judicial proceeding if the police will take it."

The only reason these non-judicial settlements are incentivized is that the public justice system is insufficient, and if we want fewer non-judicial settlements, we actually have to build public justice infrastructure. So, we have the delivery of Social Services in the delivery of justice to the people that they are intended to protect.

Another reason is "Requiring family members or victims to initiate a prosecution." We heard about it in our last session. Someone was talking about a family member, saying it would bring disgrace to the family. Therefore, we do not want you to prosecute. You know, this is one of the ways we actually got a hold of intimate partner violence in the United States. I say they got a hold of it there. There is still intimate partner violence, but it looks drastically different now than it did in the 1950s.

I think anybody would look at that and say the movement to protect people from domestic violence was an incredible success. We need to go further and see that the culture has shifted on this issue. One of the reasons most of the scholars in the space recognize is that they stopped asking what they used to call the battered woman to press charges, and they said, "We are going forward whether you want to testify or not." Every time a police officer is called to the scene of a domestic violence incident, there is an arrest, there is a citation, we're going to trial. We may lose all those trials because we lack evidence, but there is so much friction to the perpetrator of just having to defend himself in court; there's so much societal pressure that even if those prosecutions are unsuccessful, they still create a cost to the perpetrator. It didn't fix it alone. But to its credit, I think it's one of the four top reasons that people say we made progress on intimate partner violence in the US.

If we require the trafficking space Victims or Family members of victims to consent to a prosecution, I think we're doing them a disservice.

The last theory is "The ideal victim bias." That is that when investigators or prosecutors see a case, they expect to see an ideal victim, a victim with no prior trauma. A victim with no self-inflicted issues, a victim who is pristine - like what some people call "the good girl."

In fact, the problem is obviously that traffickers are targeting people who might have come from a broken home or been a runaway, or already been addicted to a substance because

they believe they're easier to control. I've talked to traffickers that told me that they would hang out outside social service centers looking for kids in foster care who are on their 10th family as they can target them.

I've talked to traffickers who told me they're targeting undocumented people in the United States because they know they're going to be easier to control, right? They want to go after vulnerable people because they think it takes less coercive resources to compel them to engage in work. And so, if they're expecting an ideal victim, they're probably not going to find many, and they're going to filter those other cases out, and we have fewer total cases.

In support of the ideal victim theory, can I just highlight that we've got way too many? We have way too many people who are missing an opportunity to care for the vulnerable because they're focused on the wrong thing. They're focused on the acts of the victim as opposed to the acts of the perpetrator. So, if you go through the "Acts, Means, and Purpose" within the Palermo Protocol, if you go through the US Trafficking Victims Protection Act or your law - every single one of those things is asking about the trafficker, not about the victim. We're asking, what were the traffickers' Acts? What were the traffickers' means, and what was the traffickers' purpose?

It doesn't matter if the victim was seeking a better life, which by the way, is not illegal - and, honestly, what everyone wants. A better life, a better life for our kids. It's why we migrated. I have migrated for employment. Nothing wrong with that. Right?

We want to focus on what the trafficker did.

6. "Assuming Truthful Statements."

Assuming immediate truthful statements, not recognizing the impact of trauma - which is the thread through all of these, right? Every case is going to have prior inconsistent statements, and for those of you guys who did not go to law school, first of all, congratulations on your decision. Second, you should have sympathy for your friends who are lawyers. Because one of the things done to us in law school was to beat into our heads that if a witness ever has prior inconsistent statements, they are not trustworthy and should not be believed. Somehow there's a whole class on it.

Every single trafficking case has prior inconsistent statements. They could be evolving statements to change over time. They could start with lies and then shift to the truth. There are all sorts of different patterns, but they always have them. And so if you've got a supervisor, you have a judge who thinks that anyone who's ever not told the exact same story multiple times is a liar...

We had two cases we've done. I think that what I would encourage you to do is, if you're ever in a situation, call me. Like we can talk through it, but I would encourage a couple of strategies.

One is to front the inconsistencies in your opening if you get to give an opening statement in your country. In direct examination, have the witness go through it. That is, I would front it. I'm taking those inconsistencies and making them part of my case in Chief. They're going to prove the point of coercion. "Of course, you lied to the police. Why did you lie to the police?" "Because the trafficker told me to tell this lie. And so, I did. Or because I don't trust the police because you all were customers", whatever it is. There's always an explanation for each of the lies. Make it a harder case in Chief. Make it part of the coercive scheme.

We have to appreciate that there are braided strands of trauma in all these cases. Several people were talking about it today. Within any trafficking case, people have prior Trauma from their family, Trauma from all sorts of things that have happened to them. It's not just the trafficking. And so, even after they're separated from their trafficker, going home may not be safe. There might be other concerns, so understanding braided trauma helps us understand inconsistencies.

7. "Poor Corroboration."

This is another, and I think this comes from failing to use technology. We heard our friend from the UNODC talk about the importance of tech and using it to corroborate victims so we can rely less on their testimony. The same is true with documentary evidence.

But I would also suggest pre-emptive testimonial corroboration. So, I would put on a couple of witnesses that were normal victims - who were not the named victims in the case - and have them testify to the pattern the trafficker used. They start telling the truth about all these different pieces, and the jury believes them. Then the victim gets up. Now when they try to cross-examine them, they've already been corroborated on so many things that your jury or judge has already started to believe them pre-emptively. So pre-emptively corroborate your victim instead of trying to put them on, see what holds, and then afterward try to corroborate them with other witnesses.

8. "Constant Continuances."

By granting adjournments, some judges keep punting this case over and over and over again. It is unbelievably difficult for victims and has to stop, and that's a choice. They don't need a law to pass. They don't need your Parliament to do anything. They need to zip up their robe, use their gavel, and demand that cases be heard. It's their job!

I get to talk to judges all the time now that I'm not attending to appear before them, and I can just tell them exactly what I think, right? I think it's as crazy as wearing dusted wigs for you guys to keep having adjournments. It's hot; take them off! Like just, let's go forward with this.

9. "Failure to Order Restitution."

I don't know if victim restitution is mandatory in your country or not. If it's not, talk to your parliamentarians. There ought to be mandatory restitution for every victim of crime. But here's the challenge. Even if you have mandatory restitution in your law, you may end up with a government like mine that gives mandatory restitution about 40% of the time it is warranted. If you want to read the numbers, ask Lindsay. She authors a human trafficking report that walks through all the details of how we're failing to make restitution in the United States. But we're getting better - like 45 years ago, it was 20%. We've doubled it - 40%. Like, we're almost at an "F" grade, right? Like you can do a little bit more, and we're just going to be a failure and not a complete failure. Right. So, we're getting there, and I think it's going to be better, but we declared it to be mandatory, and now we have to hold courts accountable to actually order the restitution in every single case!

10. "Suspended Sentences."

I don't know how your countries are operating specifically, but I will tell you that the pattern is clear that even when a trafficker is arrested, somehow prosecuted, and convicted, the sentences that are imposed are stunning.

Get this! 81% of convicted traffickers - this is convicted traffickers - in Chile got a suspended sentence. They walked out the front door of the courthouse in front of their victims and went and got take-out, and had dinner with their friends. 64% of the convicted traffickers in Germany got suspended sentences. Zero accountability. Over 50% of the traffickers in South Korea got suspended sentences.

There are several countries where 100% got suspended sentences, but they are really tiny countries. So, I feel like; statistically, it may not be as valuable. It's unbelievable. So I know what you're thinking. One of my friends in Germany said, "John, stop talking to us about convicted sentences. You're an American. All you want to do is throw people in jail." Like that's not really true, but let's look at what you're doing. You're basically saying, hey, we don't put people in jail but let's look at auto theft. How many suspended sentences are you giving to people who are convicted of stealing cars? Guess what? It's not 64 percent. It's zero. So, what does it say to a victim about their value? If we will put people in prison for stealing an automobile and let them walk away for hurting, renting, or stealing a person. But what is that value statement?

Summary

What interest do victims have in coming forward and participating in a process? What does that mean?

I think the message is really clear, and so I think we end up on this question of how we deal with such an obviously flawed system, right? There is no doubt our criminal justice system and public justice delivery system around the world are not working the way they should. Some would say abandon it, right? Some would say it just has to end completely. I've got lots of friends who have reached that conclusion. I think they're wrong.

I still think the P of Prosecution matters. I still think that without it, you're not going to ever be successful. I see the flaws, and I reach a different conclusion. I think we actually have to massively resource it.

Let me give you an example. There are 300 prosecutors in the country of Uganda. I love going to Uganda. I've been there a ton of times, and I've met a lot of the prosecutors there. There are less than 80 judges; they just hired a few more. I was just doing training with the judges from Uganda, talking to them about their hiring and what to expect. It's a country of 42 million people, with 300 prosecutors. There are counties in the United States with more than 300 prosecutors. How are we ever going to have a public justice system if we don't invest in it and make it better with resources so they can actually do their job?

So I do not think that prosecutions have been tried and found wanting. I feel like they have been found difficult and left untried. I feel like we are not actually putting our best foot forward, and I think that the survivors around the world and the victims who are currently being exploited need more from this system, and it's only the government that can do this. It is one of the few roles in which government must be better.

Lastly, **justice is not merely accountability.** - So, accountability matters. We want to hold people accountable for what they do, and I heard several people question: "Is deterrence real? Are we ever really going to have deterrence?" And it reminds me of my law school professors, who would tell me there is no deterrence. But I will say accountability matters. We need to stop people from hurting other folks, and the way our culture is, we decided to do it through incarceration. Whether that's a good decision or a bad decision, it's our decision, and until we change it, we're in the system.

I do think, in effect, equitably administering that system is a more acute problem. But it's more than accountability; it has to be about restoration. It has to be about flourishing into the future. Justice is not about going back in time and pretending something didn't happen or making someone whole as if the problem never occurred. It's about restoring them to a place where they can flourish into the future. Justice is about the future and where people are headed, and that's part of understanding the victim-centered approach to this crime.

I'm actually excited because I feel like we are on the precipice. I want you guys to recognize that this movement has generated something that we have never really seen before. We've got 4,000 years of recorded human history, and in every single era, trafficking has existed on every single continent in every culture. We had trafficking then. It went by different names at different times, but it was always there. It was legally protected, and it's been democratically approved into the US Constitution in three places. And it was religiously endorsed until about 220 years ago when we saw the first few laws against the slave trade and then some new laws about emancipation. Some wars have been fought. You now have every single country in the world with a law against trafficking, and the leaders of all the major world religions gathered at the Vatican in 2014, and all signed a statement that said, our sacred text will never be used again in support of slavery. That is a massive historic change! 4,000 years of history to this new moment.

So, I feel like we're in this unbelievable opportunity for this generation to push through and to say we've got the good laws. Now we need to implement them, right? We've got parchment promises that need to be sent down everywhere in the world so that people can actually be protected.

Because I just don't know many survivors that are crying out for another UN Resolution or for someone to wear the right colored ribbon on the designated awareness days. And I'm not against that. I've got all sorts of colored rubber bands and awareness ribbons. I'm in for it. I'll come to your awareness day, but there's got to be more than that. There's got to be some action.

We've got to actually decide that we want to deliver on the promise of Law, and that's why Prosecution matters. And linked up with effective prevention and protection, I think we can really make a difference because this is a solvable crime. It's not a naturally occurring phenomenon. So, I'm grateful to each of you for your work in this area.