

HUMAN TRAFFICKING CAPACITY BUILDING CENTER
2022 ANNUAL REPORT



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INTRODUCTION

The Office for Victims of Crime's (OVC) Human Trafficking Capacity Building Center (The Center) is a coaching and development hub assisting tribes and organizations with: (1) building their capacity to aid victims of all forms of human trafficking, (2) navigating the broad range of resources available to support their missions, and (3) strengthening human trafficking service networks.

The Center uses coaching as its primary style for providing services which is both complementary to, and distinct from, other support service providers. The Center partners with tribes and organizations in a collaborative and creative process to build their capacity to serve all victims of human trafficking. There is no-cost for the Center's services.

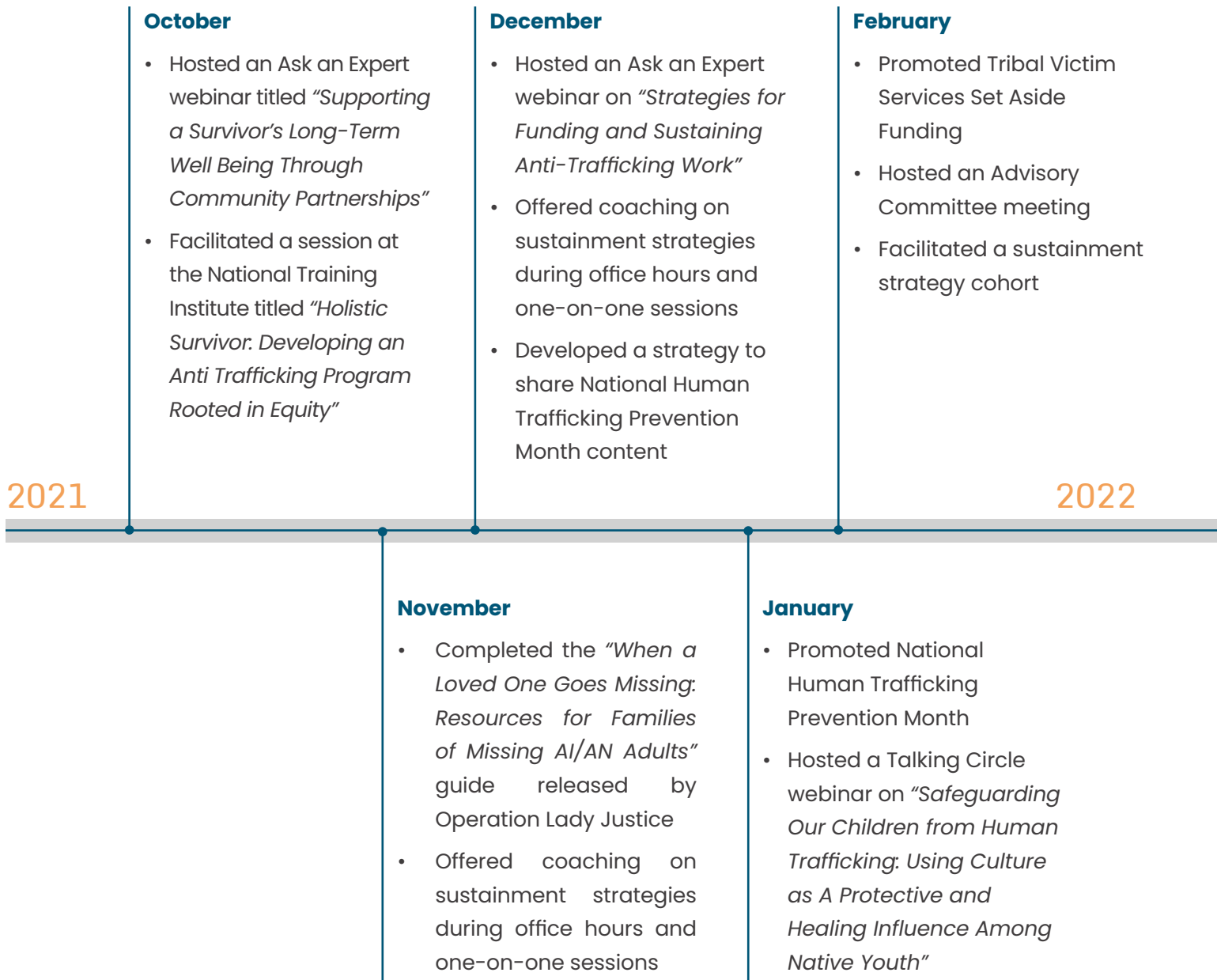
The Center has a specific charge to engage federally recognized tribes and programs working with American Indians and Alaska Natives (AI/AN) and victim services programs in the U.S. territories. The Center works to enhance organizational infrastructure supporting victim service programs by building sustainable and evidence-based, trauma-informed approaches to meet the needs of all victims of human trafficking. Through creating meaningful connections that support and honor AI/AN beliefs and cultural values, the Center works with tribes to increase their ability to assist victims of human trafficking, acknowledging tribal sovereignty and the expertise that resides in tribal communities to address victim service needs.

The Center conducts proactive analyses to identify tribal communities and organizations in the U.S. territories that would benefit from its services based on history of victim services grant funding and proximity of existing victim services providers. The Center then takes the initiative, reaching out to these communities and offering its no-cost coaching services. The Center also accepts requests for assistance from communities and works collaboratively through local engagements.

Funded by the U.S. Department of Justice, Office of Justice Programs, OVC, the Center works in partnership with organizations and tribes to strengthen their networks and assist them in navigating available resources to increase service access for all victims of human trafficking.

FOURTH YEAR TIMELINE

The Center spent its fourth year expanding its work with tribal communities, resources, partnerships, outreach to U.S. territories, and individual participation in the Center's webinar series. Following is a timeline of its fourth-year milestones.



2022

April

- Launched Communities of Care pilot a virtual, peer-to-peer learning conversations with a discussion on survivor-informed organizations
- Hosted an Ask an Expert webinar on *“Male Victims and Human Trafficking”*

June

- Hosted a Talking Circle webinar on *“Trauma and Human Trafficking”*

August

- Facilitated a workshop at the National Organization for Victim Assistance Conference titled *“The Big Picture of Human Trafficking: Exploring the Impact of Complex Trauma on Marginalized Communities”*
- Facilitated a workshop at the National Joint Conference for VOCA Victim Assistance and Compensation Administrators titled *“Funding Change - Responding to the MMIP Crisis”*

March

- Facilitated a session at the Freedom Network USA National Conference titled *“Expanding the Village: Resources for Starting, Sustaining, or Growing Your Community’s Anti-Trafficking Work”*

May

- Released MMIP Video
- Launched new MMIP website resources
- Hosted a Communities of Care conversation on addressing vicarious trauma
- Started proactive outreach to the U.S. Territories

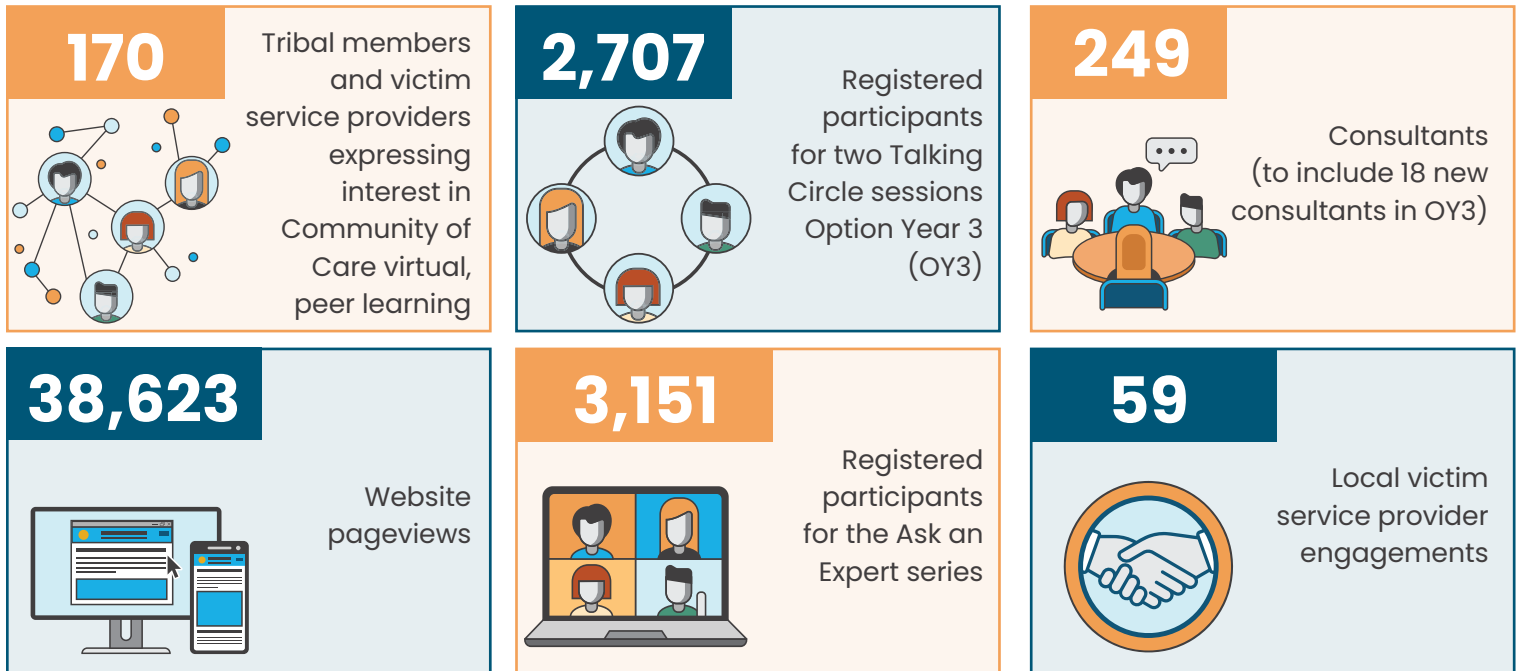
July

- Participated in a webinar hosted by a domestic violence and sexual assault coalition in Puerto Rico
- Facilitated a human trafficking workshop at the Northern Training: Tribal and Rural Communities Addressing Gender-Based Violence

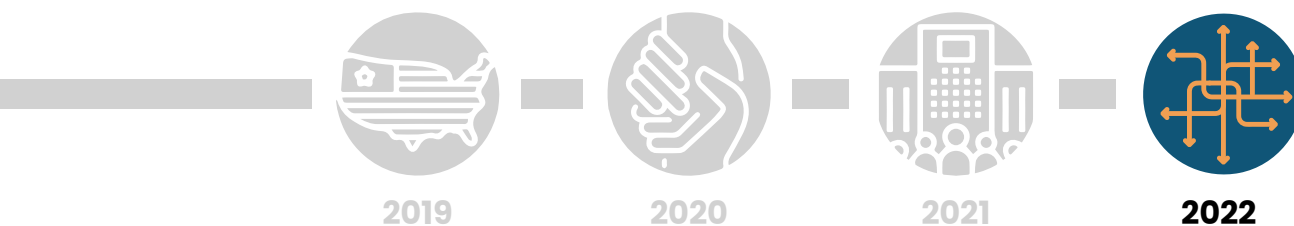
September

- Hosted a Talking Circle webinar on exploring the intersection between MMIP and human trafficking

PROGRAM HIGHLIGHTS



YEAR FOUR: FOCUSED EXPANSION



Utilizing Data to Inform and Demonstrate a Need in Supporting Victims of Trafficking

The Center assisted the Oklahoma Department of Human Services in developing a data collection plan to inform both their current human trafficking policies and procedures as well as future funding opportunities. Helping over 1.5 million Oklahomans each year, the Oklahoma Department of Human Services offers a wide range of services such as childcare, food and housing assistance, abuse reporting, disability services, and hospice and caretaker needs.

The Center assessed community needs, reviewed past data collection challenges, identified current data collection goals and priorities, and conducted outreach to Oklahoma victim service providers to review their data collection practices. Through the Center’s coaching model, the Oklahoma Department of Human Services received hands-on support on how to collect and use human trafficking data to inform a community collaborative response. The resulting data collection plan offered a structure to pinpoint human trafficking hot spots, identify gaps in services, demonstrate a need for funding, inform anti-trafficking policies, and measure growth and impact in serving survivors of trafficking.

EXPANSION

Charged with increasing access to services for all victims of human trafficking, the Center used year four to expand its reach and resources to underserved areas. This expansion focused on the unique and complex needs of victims of human trafficking in underserved areas and building the capacity of victim service providers. The Center used a low-burden, low-barrier model for tribes, territories, and organizations to access its services.

Work with Tribal Communities - The Center expanded ways to share human trafficking information with tribal communities. Informed by counsel from its [AI/AN Human Trafficking Advisory Committee](#) (Advisory Committee), the Center launched Communities of Care, a peer-to-peer learning opportunity for tribal victim service providers. Talking Circles continued to virtually connect AI/AN victim service practitioners with participants in a dynamic dialogue sharing human trafficking knowledge and resources.

Online Resources - The Center's website expanded in year four with new content on Missing or Murdered Indigenous Persons (MMIP), Native youth, human trafficking 101, and video content. The online resource library's content grew nearly 20 percent. The Center's resource library continues to be a highly utilized entry point for individuals navigating and accessing 101-level human trafficking resources. [The MMIP: Bringing Loved Ones Home](#) video has had 1,478 views within the first three months of its release on May 5, 2022.

The Center's expansion included: (1) proactively broadening work with tribal communities, (2) increasing online resources, (3) targeting outreach to U.S. territories, (4) growing the Center's partnerships, and (5) expanding individual access to human trafficking experts and resources.

Following are details of the Center's expansion in each area.

Outreach to the U.S. Territories - Often underserved areas, U.S. territories became a focus of the Center's outreach this past year. The Center expanded its engagement in American Samoa, Guam, Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands by proactively reaching out to federal contacts and identifying 46 advocate organizations and direct victim service providers in these areas. Through this proactive outreach, the Center has expanded its relationships in the territories.

Partnerships - The Center expanded its partnerships, working with local, state, and national organizations on events, webinars, information sharing, and outreach. Foundational partnerships with the National Center for Victims of Crime and Tribal Tech LLC continued to serve as the bedrock for the Center in reaching a broad tribal community and victim service provider audience. The Center worked with partner organizations to share resources for National Human Trafficking Prevention Month (January), National Day of Awareness for MMIP (May 5), and World Day Against Trafficking in Persons (July 30), distributing human trafficking information to a wider audience, including underserved areas.

Individual Access to Human Trafficking Experts and Resources

The Center expanded its coaching services, offering new ways to connect with experts and resources using a low burden, low-barrier model, requiring a minimal time commitment to engage with the Center. New open house hours held during National Human Trafficking Prevention Month (January) and after Ask an Expert webinars offered informal, low commitment opportunities for individuals to ask experts questions and receive resources. Center funding and sustainment services cohorts convened participants for four weeks and concluded with individual coaching sessions focused on applying learning into program operations.

Individual participation in Ask an Expert, conversation style and Q&A format webinars, grew in the last year with 3,151 individuals registered (1,347 attending) in three webinars doubling participant attendance in each individual conversation compared to the previous year. This expanded the suite of individual access points to the Center, its subject matter experts, and resources increasing the Center's reach to victim service providers including those in underserved areas.

Building a Program's Sustainability

In an evolving and increasingly competitive funding landscape, raising money while maintaining daily operations can be challenging for victim service providers. Individuals applied to attend four, two-hour collaborative cohort sessions covering grant assessment, components of a grant, and strategies and best practices for successful grant applications. Throughout the cohort, the Center lead participants in developing a sustainment strategy based on their organization's goals and needs. At the end of the cohort, each participant had the option to receive a 90-minute individual coaching session to discuss tailored recommendations for continuing action.

EXPANDED WORK WITH TRIBAL COMMUNITIES

Honoring and respecting tribal sovereignty and self-determination, the Center engaged tribal communities in collaborative conversations about their capacity to support all victims of human trafficking. Throughout the year, the Center provided a variety of ways for tribal communities to build human trafficking awareness and knowledge and offered no-cost, customized, hands-on assistance to tribes or tribal organizations looking to start, sustain, or grow their anti-trafficking work.

Advisory Committee

In year four, the Advisory Committee expanded its role offering strategic guidance to the Center on its services and expanding awareness of AI/AN experiences.

The Advisory Committee members also shared their stories as panelists during Talking Circles. The Advisory Committee’s personal engagement in these Center activities increased awareness and access to human trafficking resources in tribal communities.

The Advisory Committee helped the Center better serve the anti-trafficking needs of tribal communities and aligned the Center’s service delivery to the unique cultural values, beliefs, and perspectives of tribes. The experiences of the Advisory Committee along with the Center’s Field Advisory Committee and consultants offered a field-informed perspective to the Center’s work.

Members of the AI/AN Advisory Committee include—



Heather Atsye

Heather Atsye is of the Pueblo Laguna. She is a human trafficking victim advocate and certified peer support worker at The Life Link: Sojourner’s Advocacy Café. She has eight years of experience working with diverse communities focusing on women and families impacted by human trafficking, homelessness, substance abuse, and other traumas. As an advocate with lived experience, Ms. Atsye supports survivors of labor and sex trafficking to provide trauma-informed, wraparound case management services. From 2014 to 2015, she also served as an Americorps volunteer in the Santa Fe Public School’s Adelante Program which caters to at-risk families and youth experiencing homelessness.



E. Ingrid
Cumberlidge

E. Ingrid Cumberlidge is of both Aleut and Tlingit decent. She currently serves as the MMIP coordinator at the U.S. Attorney’s Office for the District of Alaska, having been appointed in July of 2020. Previously, she served the Qagan Tayagungin Tribe as a Tribal Judge and Chief Judge for 22 years, a teacher, and then principal of Sand Point School for 23 years. Ms. Cumberlidge also served as a member of the Tribal Advisory Council for the National Judicial College at the University of Nevada, Reno. She was a tribal appointed delegate on the Millennium Agreement team between the federally recognized tribes of Alaska and the State of Alaska.



Lenny Hayes

Lenny Hayes is of the Sisseton-Wahpeton Oyate of the northeast corner of South Dakota. Extensively trained in mental and chemical health issues impacting the Two-Spirit/Native LGBTQ and Native community, Mr. Hayes speaks across the country on the impact of historical and intergenerational trauma, violence of all forms, child welfare issues, and the impact of sexual violence on men and boys. Mr. Hayes is the former Missing and Murdered Two-Spirit Project Assistant for Sovereign Bodies Institute and serves as a board or committee member for StrongHearts Native Helpline, Wac’ ang’a (Sweet Grass) Inc. Victim Services, First Nations Repatriation Institute, Southwest Indigenous Women’s Coalition, National Quality Improvement Center on Tailored Services, Placement Stability and Permanency for LGBTQ/Two-Spirit children and youth in foster care, and the National Resource Center for Domestic Violence.



Jeri Moomaw

Jeri Moomaw is of the Shoshone/Cree. She is a specialist on human trafficking in Indian Country and founder of the Innovations Human Trafficking Collaborative (HTC), a nonprofit, survivor, and indigenous led human rights organization dedicated to eradicating sex and labor trafficking throughout the Nation. Established in 2016 and located in Olympia, Washington (Nisqually territory), Innovations HTC has developed a multi-pronged approach raising awareness on the intersectionality of MMIP, domestic violence, and human trafficking while offering training to identify and effectively respond to victims and provide direct client services to survivors of human trafficking. Over the past 21 years, Ms. Moomaw has worked with youth and adult high-risk individuals, providing direct client services, developing and overseeing programs, creating curriculum and training content to combat commercial sexual exploitation, human trafficking, MMIP, and violence against youth and women.

Building Human Trafficking Knowledge in Tribal Communities

The tribal advocates within American Indians Against Abuse's (AIAA) network represent 11 tribes throughout Wisconsin serving victims of domestic violence and sexual assault and responding to the MMIP crisis. However, few advocates within this network understood human trafficking and the unique service needs of victims.

Working with the Center, AIAA developed tribal-specific human trafficking information and a distribution plan to increase knowledge about human trafficking within tribal communities. As a result of the Center's engagement, AIAA was able to build their internal capacity to train tribal advocates representing the 11 tribes in Wisconsin within their network. AIAA learned promising practices for identifying human trafficking victimization, serving human trafficking survivors, and enhancing their human trafficking community outreach. They also received tangible tools such as communication templates and strategies to grow their work on addressing human trafficking in tribal communities.

Communities of Care: Peer-to-Peer Learning Conversations

The Center launched a Communities of Care pilot in 2022 focused on convening tribal service providers in hands-on learning for building a human trafficking program. Topics for the pilot program included creating survivor-informed services and addressing vicarious trauma. The pilot sessions had 170 registrants from 21 states. Led by AI/AN practitioners, Community of Care offered a safe space for peer learning among tribal service providers using two formats—

Notes from the Field featured a guest victim service provider speaker offering a peer-to-peer learning space for participants to build their knowledge of how to support survivors of human trafficking.

From Conversation to Practice was a hands-on workshop where participants learned about a topic together and then, in small groups, discussed how to apply promising practices into their tribal victim service programs.

Content

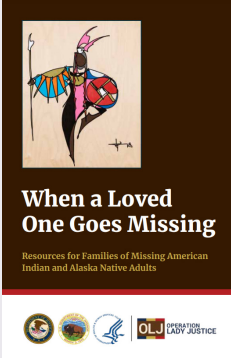
In 2022, the Center refreshed the tribal page on its website with more dedicated content to assist tribal communities in starting, sustaining, or growing their anti-trafficking work. This new content included topical one-pagers, guides, sample social media, and videos. In addition, the Center worked with tribal nonprofits and other tribal-serving organizations to share their existing materials in the Center's online resource library providing tribes with a broader range of anti-trafficking content in a single location.

Working with partner organizations, the Center created content for tribal serving organizations and shared human trafficking knowledge. This included collaborating on [social media content](#) about human trafficking with the Alaska Native Women’s Resource Center. The Center also facilitated workshops for tribal victim service providers, building knowledge of human trafficking in tribal communities and awareness about the unique and complex needs of survivors.

MMIP Information and Resources

In support of the Department of Justice’s efforts to address MMIP and the persistent violence endured by AI/AN families, the Center—

- Developed an inspirational video titled [MMIP: Bringing Loved Ones Home](#) offering education and a call to action.
- Shared the MMIP video through direct marketing outreach on May 5 National MMIW/MMIP Awareness Day with partners and the Center’s network.
- Partnered with Operation Lady Justice to develop a 35-page guide titled [When a Loved One Goes Missing: Resources for Families of Missing American Indian and Alaska Native Adults](#).
- Shared [MMIP resources](#) in its online library.



Talking Circles

Talking Circles offered an easy entry point for tribal communities to engage with OVC and access human trafficking resources. Emphasizing personal and accessible conversation, these webinars brought together American Indians and Alaska Natives with various perspectives from different regions of the country. Each Talking Circle included spiritual prayers or songs during the session to start and end the discussion in a good way. The format encouraged dialogue with participants asking questions, sharing experiences, and talking with each other and the panelists in the chat. Topics included protecting Native youth, understanding trauma and human trafficking in tribal communities and MMIP and human trafficking. The [Talking Circle](#) and summary Q&A documents are available on the Center’s website.

Talking Circle registrants came from 50 states (plus the District of Columbia), 2 territories, and representatives from at least 28 (plus the District of Columbia and Canada) tribal communities. The Talking Circle’s broad reach exposed participants to information about serving AI/AN victims of human trafficking in underserved areas, emphasizing culture as an integral part of healing services.

“Camai from Alaska. I want to recognize how empowering and beautiful this panel is and to witness Indigenous people at the forefront of working to derail many forms of oppression that were deployed to break our Indigenous people and communities down. Let’s continue to build and rebuild together. Quyanna”

- Participant, Trauma and Human Trafficking Talking Circle webinar

EXPANDED ACCESS TO HUMAN TRAFFICKING INFORMATION

Expanded Online Resources

The Center’s website provides a place to access human trafficking information for anyone wanting to start, sustain, or grow their anti trafficking efforts. As the Center expanded its services this past year, it also expanded its website. The Center added new sections –and buttons – to its website along with a complete overhaul and update to the tribal section of the platform.

During this past year, the Center added a significant amount of content the website in a variety of formats including audio files, video files, and downloadable materials. The resource library—with over 140 shareable and downloadable anti-trafficking resources— continued to be the second most visited page on the Center’s website, preceded only by the Center’s homepage.

38,623

Cumulative number of website views

Top five downloaded resources—

1. [Sample Social Media Posts](#)
2. [Human Trafficking Indicators](#)
3. [MMIP: Understanding the Issue](#)
4. [MMIP and Operation Lady Justice](#)
5. [Guiding Principles for Agencies Serving Survivors of Human Trafficking](#)

Expanded Outreach to the U.S. Territories

The Center proactively reached out to victim service providers operating in U.S. territories to offer no-cost support with starting, sustaining, or growing their anti-trafficking programs. The Center will continue building these relationships to increase access to human trafficking victim services.

As a result of the proactive outreach, the Center joined a webinar hosted by Coordinadora Paz Para Las Mujeres a domestic violence and sexual assault coalition located in Puerto Rico. There were 300 registrations and 172 live participants. The Center presented on its services and requested input on topics related to human trafficking for future workshops. The Center also participated in a Q&A discussion where participants asked questions on shelters, legal remedies available for survivors of human trafficking, working with law enforcement, and using technology and social media for victim outreach and identification.

Expanded Partnerships

The Center expanded its partnerships working with local, state, and national organizations on sharing human trafficking information. Throughout the year, the Center distributed sample eblasts and social media to partner organizations.

The Center also partnered with Freedom Network USA, the National Organization for Victim Assistance, and the National Center for Victims of Crime to speak at their national conferences.

Topics for these workshops included—

- Expanding the Village: Resources for Starting, Sustaining, or Growing Your Community’s Anti-Trafficking Work
- The Big Picture of Human Trafficking: Exploring the Impact of Complex Trauma on Marginalized Communities
- Funding Change - Responding to the MMIP Crisis
- Holistic Survivor: Developing an Anti-Trafficking Program Rooted in Equity

The Center worked with partners to develop human trafficking content for their newsletters and social media channels and offer human trafficking educational webinars.

Expanded Individual Access to Human Trafficking Experts and Resources

The Center expanded its reach to individuals, increasing their access to human trafficking experts and resources through Ask an Expert webinars. Individual participation in Ask an Expert webinar discussions grew in the last year with 3,151 registered participants joining three webinars. The National Human Trafficking Training and Technical Assistance Center partnered with the Center to host the Male Victims and Human Trafficking Ask an Expert webinar resulting in 2,181 registering for, and receiving follow-on resources about, this topic.

Building Capacity to Support Survivors of Human Trafficking with Correctional Facilities

Identifying incarcerated human trafficking survivors, particularly those who are there as a result of their victimization, was the focus of the request from the Nevada Department of Corrections (NDOC). Offering innovative programming focusing on education, mental health, substance abuse treatment, and vocational training, NDOC supports offenders in their reentry back to society.

The Center assisted NDOC with revising an existing screening tool to ensure it was trauma-informed and relevant to the correctional facility environment. The Center also assisted with developing a train the trainer curriculum on how to administer the adapted screening tool and a data collection plan to track human trafficking screening outcomes and victim service provider referrals. NDOC used Center-developed curriculum to train all staff in one women’s prison. This resulted in NDOC screening 31 incarcerated women in May, 2022 and referring six individuals to Xquisite—an anti-trafficking victim service provider located in Carson City, Nevada—for victim services. NDOC’s increased knowledge of human trafficking also enabled the organization to identify one human trafficking victim located at a male facility.

NDOC’s request laid the foundation for a unique partnership between correctional facilities and victim service providers. Together they will first identify, and then support, human trafficking survivors while they are incarcerated. Then, upon their release, they can support their long-term wellbeing and minimize potential re-trafficking (or retraumatization). In addition, their data collection plan provided a mechanism for NDOC to demonstrate impact and advocate for additional funding.

Offering a low-burden, low-barrier entry point for organizations to engage with OVC and access human trafficking resources, the Ask an Expert series provided an opportunity for individuals to learn about a variety of anti-trafficking work including community partnerships, strategies for sustaining anti-trafficking work, and male victims.

Subject matter experts joined as panelists for the Ask and Expert series, expanding the Center's network in the field. Live participant questions engaged both panelists and attendees in a dynamic format while offering the Center real-time input on the issues of importance to the field. This insight informed the Center of service provider needs in the field and was the catalyst for developing several of the Center's new materials. The [Ask an Expert webinars](#) and summary Q&A documents are available on the Center's website.

"I can certainly use a great deal of this information in my colleges' classes. You have all been great."

"One of the best presentations I have attended. Thank you so much for your insight. I will share your feedback with colleagues and programs statewide."

- Participants, Male Victims and Human Trafficking Ask an Expert webinar

Evolving with Organizational Growth

Quick growth can create unintended challenges for a small nonprofit. Micah's Promise is a faith-based nonprofit organization in Columbus, Georgia addressing domestic minor sex trafficking. Micah's Promise is growing as it prepare to build a therapeutic home for female victims of human trafficking. They requested the Center's assistance in addressing some of these growth challenges including assessing board governance practices, aligning leadership tasks and responsibilities, and identifying clear data indicators.

The Center worked with Micah's Promise to identify any habits within board functioning and began to implement healthy board practices. Additionally, accurate staffing based on roles and skillsets was established. The Center also curated virtual sessions focused on the organization's current programs which helped Micah's Promise to quantify its work and measure their impact to showcase its mission.

2019



2020



2021



2022



LOOKING AHEAD

Firmly established, the Center is a known and trusted anti-trafficking resource in the field. As the Center continues into its fifth year it will narrow its scope to build, grow, and expand anti-trafficking resources for tribal communities and U.S. territories. There are 574 sovereign Tribal Nations, each with its own culture and language, and five U.S. territories, some located nearly 10,000 miles apart; each has individual needs. By narrowing the Center's focus to these two specific audiences, the Center will be able to build, grow, and expand its resources for these specific populations.

Focusing the Center's work in 2023 will—

Expand tribal engagement through facilitating more virtual and in-person peer learning opportunities, bringing together AI/AN advocates and practitioners in each region.

Increase outreach and material development by proactively sharing resources and coaching support with underserved areas and survivor-led programs.

Enhance service and delivery through a low-burden, low-barrier coaching model, increasing accessibility for victim services programs to build their knowledge, access experts, and receive support even with limited staff resources and time.

Build partnerships with national, state, regional, and local organizations, sharing human trafficking information and engaging with victim advocates.

The Center's customized coaching offers victim service providers with access to a broad range of expertise. Tailored to the unique needs of each requesting tribe or organization, the Center's coaching addresses program challenges in culturally sensitive ways. Through this creative and collaborative process, each program is an active participant in defining their goals and expanding their capacity to serve all victims of human trafficking.

THE CENTER IS –

Victim-centered, championing victim-centered services that create conditions of trust and respect to empower victims to reclaim their lives and move toward self-sufficiency and independence.

Coaches, partnering with organizations in a collaborative and creative process to build their capacity to serve all victims of human trafficking.

Navigators, helping organizations navigate the broad range of financial resources, service delivery, and provider networks available to support their work with all victims of human trafficking.

Networkers, helping increase the connectivity within a community, assisting local organizations with building their network to offer a more comprehensive response to the needs of all victims of human trafficking.

Culturally Aware, working within American Indian and Alaska Native infrastructure to develop approaches that align with cultural values while honoring and respecting American Indian and Alaskan Native practices.

Inclusive, working with organizations and tribes to help them best serve all victims of human trafficking.

