PACT 2022 Convening

Asilomar Conference Grounds

NETWORKING RECEPTION & REGISTRATION

7:00 PM – 8:00 PM

CFPIC

Child & Family Policy Institute of California

PACT 2022 Convening

May 17th – 19th, 2022
Asilomar Conference Grounds

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Child & Family Policy Institute of California

8:00 am - 9:00 **Morning Registration**

9:00 am - 12:00 pm Morning Session

9:00 am – 10:00 am Welcome, Land Acknowledgement
10:00 am – 11:00 am Multi-Disciplinary Teaming
11:00 am – 11:10 am Break
11:10 am – 12:00 pm Prevention and Awareness Panel

12:00 pm – 1:00 pm Lunch

1:00 pm – 1:30 pm Break

1:30 pm – 4:00 pm Afternoon Session

1:30 pm – 2:45 pm Thriver Panel
2:45 pm – 3:00 pm Break
3:00 pm – 4:00 pm Trauma Stewardship
4:00 pm – 5:00 pm Self-Care Challenge

6:00 pm – 7:00 PM Dinner

7:30 – 8:30 PM Optional S'mores by the Fire Pit

Day 1 Agenda

May 18th, 2022

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Celebrate Who is in the Room…

WELCOME

Alameda, Alpine, Butte, Calaveras, Contra Costa, El Dorado, Fresno, Kern, Los Angeles, Madera, Marin, Napa, Nevada, Orange, Plumas, Riverside, Sacramento, San Bernardino, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz, Siskiyou, Solano, Sonoma, Stanislaus, Trinity, Tulare, Tuolumne, Ventura, Yolo.

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Land Acknowledgement

9:00 AM – 9:15 AM

Suzanne Garcia, Tribal Law and Policy Institute, Alpine County

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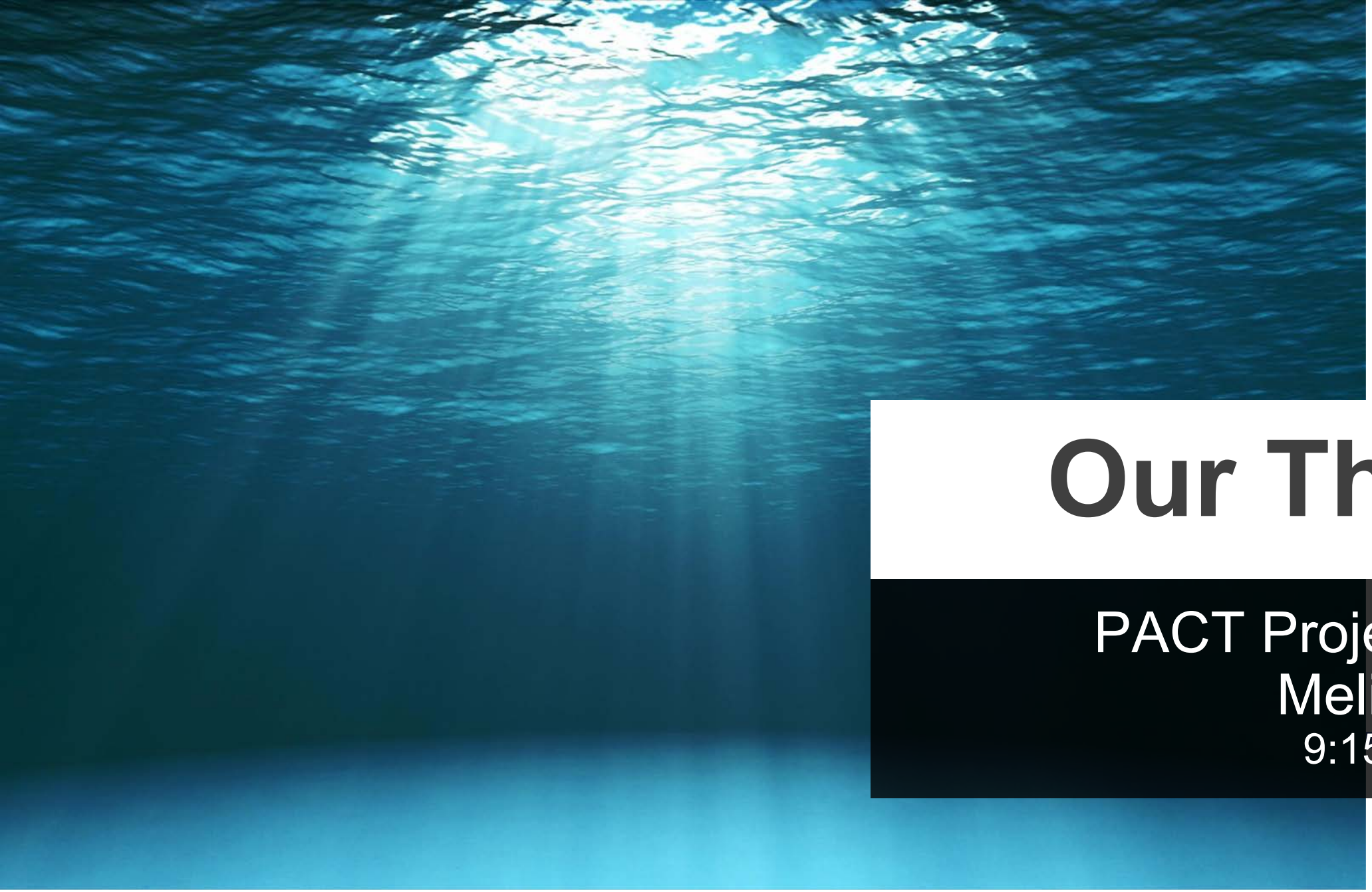

Our Themes

PACT Project Director,
Melissa Gomez
9:15 AM – 9:45 AM

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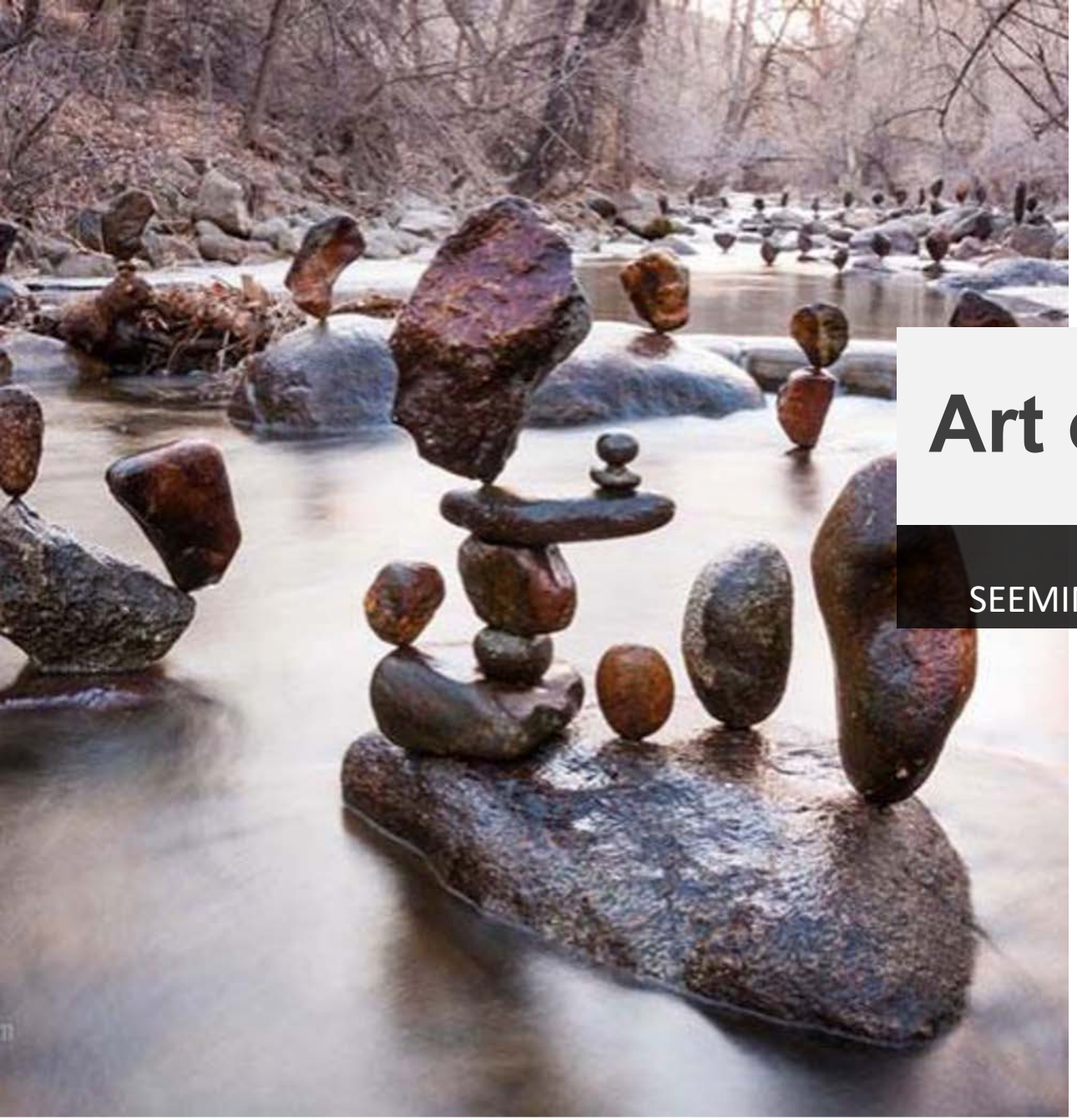

Art of Balancing Stones

SEEMINGLY DEFYING THE LAWS OF GRAVITY

- Navigation
- Meditation
- Remembrance
- The Power of Together

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Navigation

PILES FORMED THE SHAPE OF THE BIG DIPPER

In New York, out on the property of an old farm, several large, deliberately placed piles of stones were recently discovered—seven in total. Local historians mapped out the coordinates of the piles only to find that they didn't seem to point to anything geological as they would have imagined, such as a spring. Rather, they seemed to point upwards to the night sky.

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Meditation

BE PRESENT WITH YOURSELF AND FOR OTHERS

- Self-Care
- Balance
- Reflection

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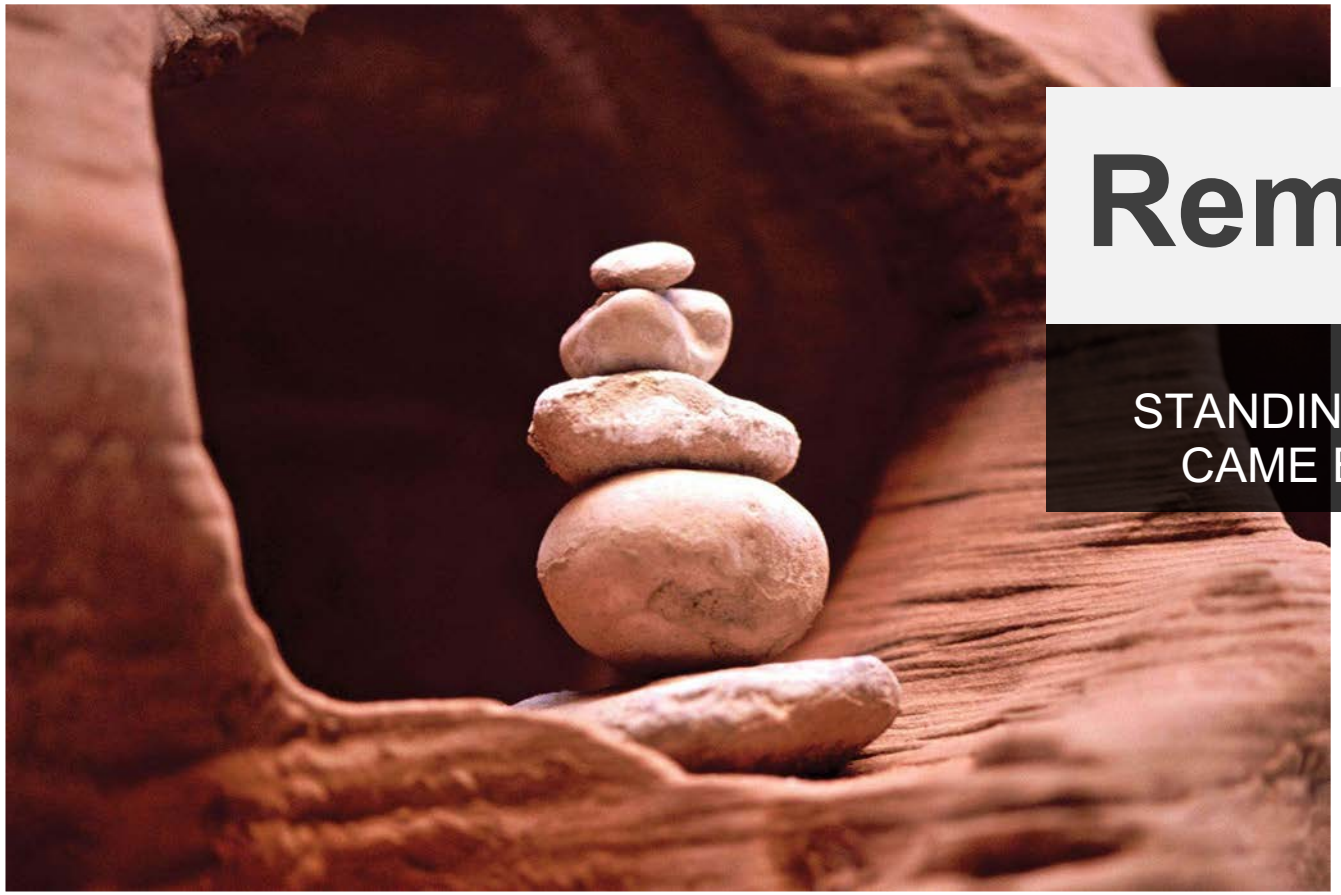

Remembrance

STANDING ON THE SHOULDERS OF THOSE THAT CAME BEFORE US

- “The ones that love us never really leave us. You can always find them in here 🖤.”

~ Sirius Black

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Power of Together

SHARING OUR STRENGTH = Seemingly Defy Gravity

"Coming together is a beginning, **staying together is progress, and working together is success."** Edward Hale

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7:30 am - 9:00 am Breakfast

7:30 am - 8:30 am Morning Registration

9:00 am - 12:00 pm Morning Session

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11:10 am – 12:00 pm County Panel on Prevention and Awareness

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1:30 pm – 2:45 pm Thriver Panel

2:45 pm – 3:00 pm Break

3:00 pm – 4:00 pm Trauma Stewardship

Day 1 Agenda

May 18th, 2022

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Preventing and Addressing Child Trafficking (PACT)

Engaging child welfare agencies and their partners, to support implementation of a coordinated – cross system and statewide model.

Our mission is to improve services to children and youth at risk of or experiencing sex or labor trafficking in California.

Contact Us:
www.pact.cfpic.org
pact@cfpic.org

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CDSS
CALIFORNIA
DEPARTMENT OF
SOCIAL SERVICES

Preventing and Addressing Child Trafficking

PACT Model

46
counties
Our network expanded in 2021 and now includes 46 county programs

37 Regional or Statewide Meetings

4 Regional Peer Cohorts

*Numbers include data collected from Dec. 2021-Jan 2022.

"WE ARE ABLE TO COORDINATE SERVICES IF OUR YOUTH IS PLACED IN A DIFFERENT COUNTY. IT OPENS THE DOORS FOR US AND OUR YOUTH."

PACT Staff & Consultant Team

PACT Consultant Team - 11 Members

2630 Individuals Trained

1295 Hours Technical Assistance

*Numbers include data collected from Dec. 2021-Jan 2022.

"PACT'S BIGGEST STRENGTH IS THE SURVIVOR GROUP AND THE WAY THAT THEY BRING THEIR LENS TO SUPPORT US."

Sustaining Growth...

Our annual survey demonstrated the value of PACT'S Collaborative Model.

Improved Coordination

Found PACT valuable and plan to contintue to participate.

Served youth more effectively.

"PACT IS THE THREAD THAT WEAVES US ALL TOGETHER... PARTICIPATION HAS HELPED IMPROVED OUR PRACTICE AND GROW OUR LOCAL PROGRAM."

Reflections: the CSEC Opt In Program

Cheryl Treadwell, Branch Chief,
Safety, Prevention and Early Intervention Branch, CDSS

Kelly Winston, Bureau Chief,
Family Centered Safety and Support Bureau, CDSS

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The Commercially Sexually Exploited Children (CSEC) Program

A Look Forward

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

Where We Started

2014- Senate Bill 855 established CSEC Program via WIC Sections 16524.6—11

2015- Senate Bill 794 via WIC Section 16501.35

2014- Initial PACT Grant

2014- Child Trafficking Response Unit initially formed

Developed partnership with CSEC Action Team

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

Where We Are Currently

- 47 counties opted in to receive CSEC Program funding
- $19M allocated annually
  - $17.6M to county child welfare and probation agencies
  - $800k holdback to fund training contracts administered by the CDSS
  - $321k to support PACT
- PACT now a subvention agreement serving and supporting 41 opt-in counties, and 5 non opt-in counties
- Child Trafficking Response Unit - - - > Child Trafficking Response Teams

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

Key Accomplishments

Administration of diverse training contracts

- CSEC 101 via CalSWEC
- CSEC 102 via WestCoast Children's Clinic
- CSEC Caregiver 101 via UC Davis
- Advanced CSEC Caregiver via WestCoast Children's Clinic
- Harm Reduction via UC Davis*
- The Cool Aunt Series – Prevention Curriculum*

Development of two placement pilots to identify innovative solutions to supporting CSE youth in out of home care

Administration of contracts to provide access to those with lived experience

Development and release of best practice guidance around harm reduction with support and endorsement by the Child Welfare Council

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

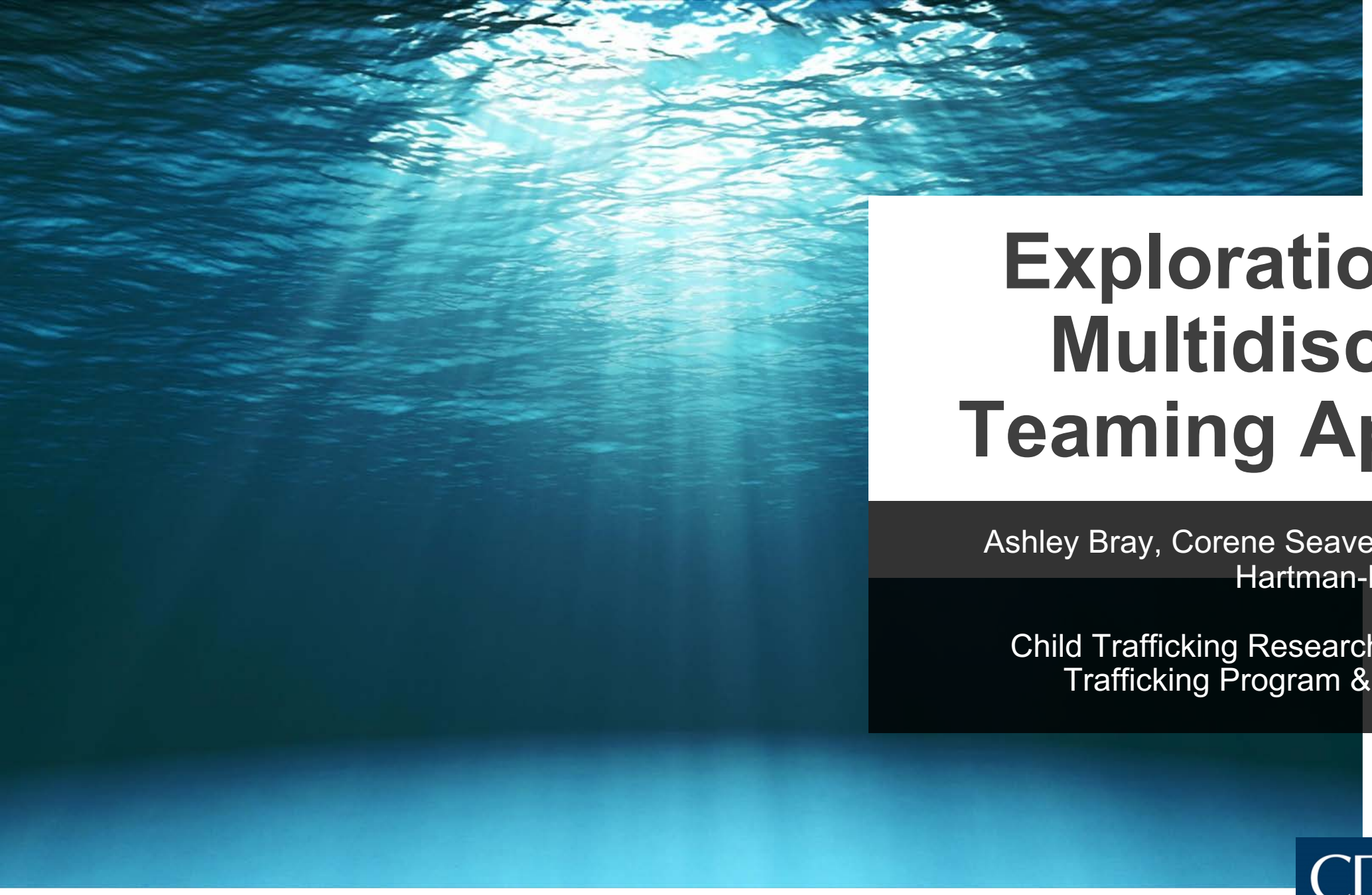
What's Coming

Prevention and Awareness

UC Berkeley beginning evaluation of the CSEC Program- specifically assessing for the impact of funding on outcomes and identifying what else is needed to support positive impact to youth and families

"Back to Basics"- utilizing a CQI approach, reviewing statute, past guidance and current trends/needs to assess if we need to update and/or shift given what has been learned

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES



Exploration of the Multidisciplinary Teaming Approach

Ashley Bray, Corene Seaver, Lee Turner, Kelley Hartman-Barr, Josie Feemster

Child Trafficking Research & Policy Unit, Child Trafficking Program & Support Unit, CDSS

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

WIC CHAPTER 5.2. Commercially Sexually Exploited Children Program
Section 16524.6

- The Legislature finds and declares that in order to adequately serve children who have been sexually exploited, it is necessary that counties develop and utilize a multidisciplinary team approach to case management, service planning, and provision of services, and that counties develop and utilize interagency protocols to ensure services are provided as needed to this population.
- A multidisciplinary team serving a child pursuant to this chapter shall include, but is not limited to, appropriate staff from the county child welfare, probation, mental health, substance abuse disorder, and public health departments. Staff from a local provider of services to this population, local education agencies, and local law enforcement, and survivors of commercial sexual exploitation and trafficking may be included on the team.

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

Break

11:00 AM – 11:10 AM

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County Panel: Prevention and Awareness

11:10 AM– 12:00 PM

Facilitator: Jessica Pittman

Panelists: Angela Look (Kern), Gloria Carroll (Alameda), Melissa Chacon (Fresno), Aja Houle (Sonoma)

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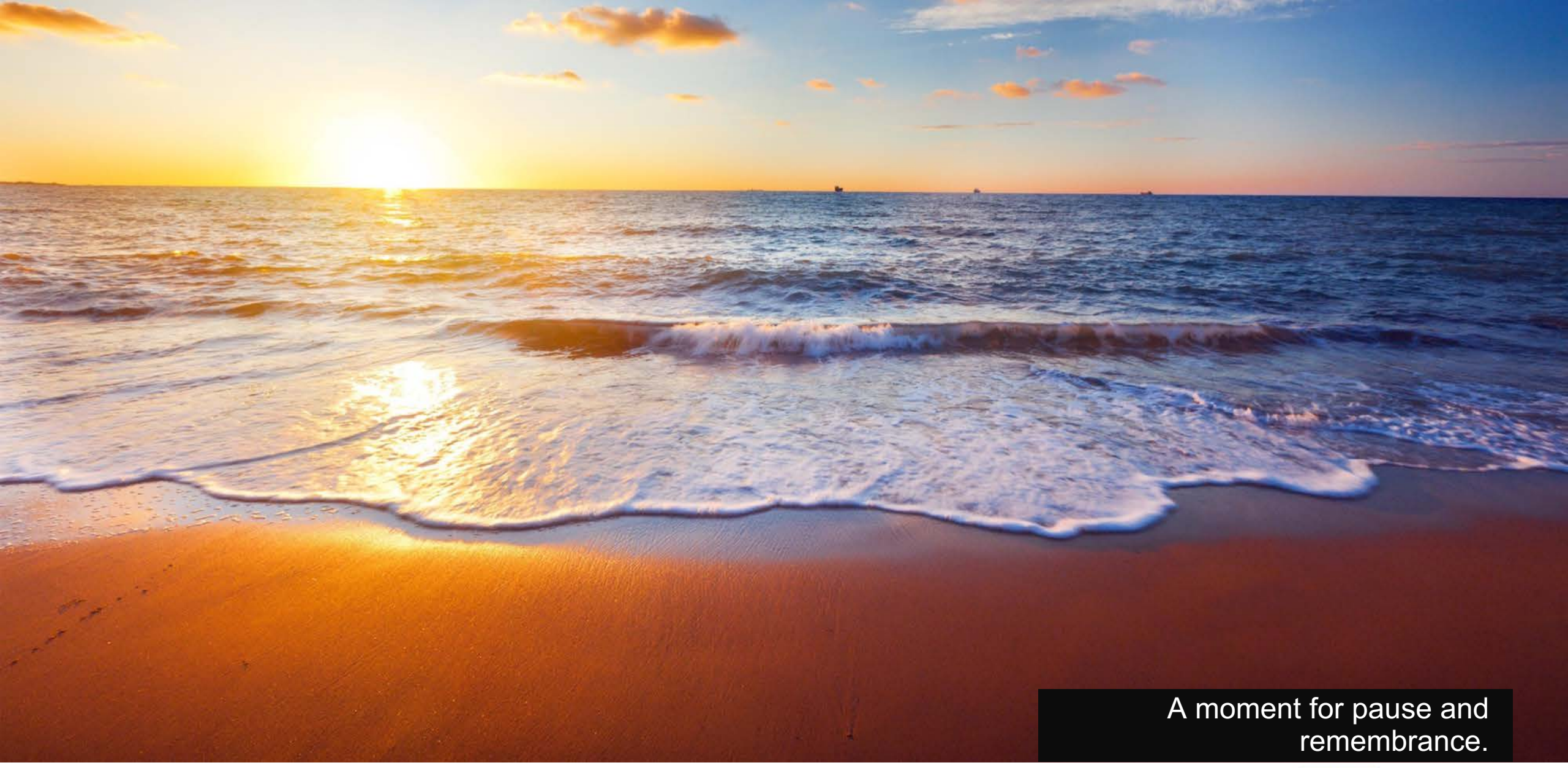

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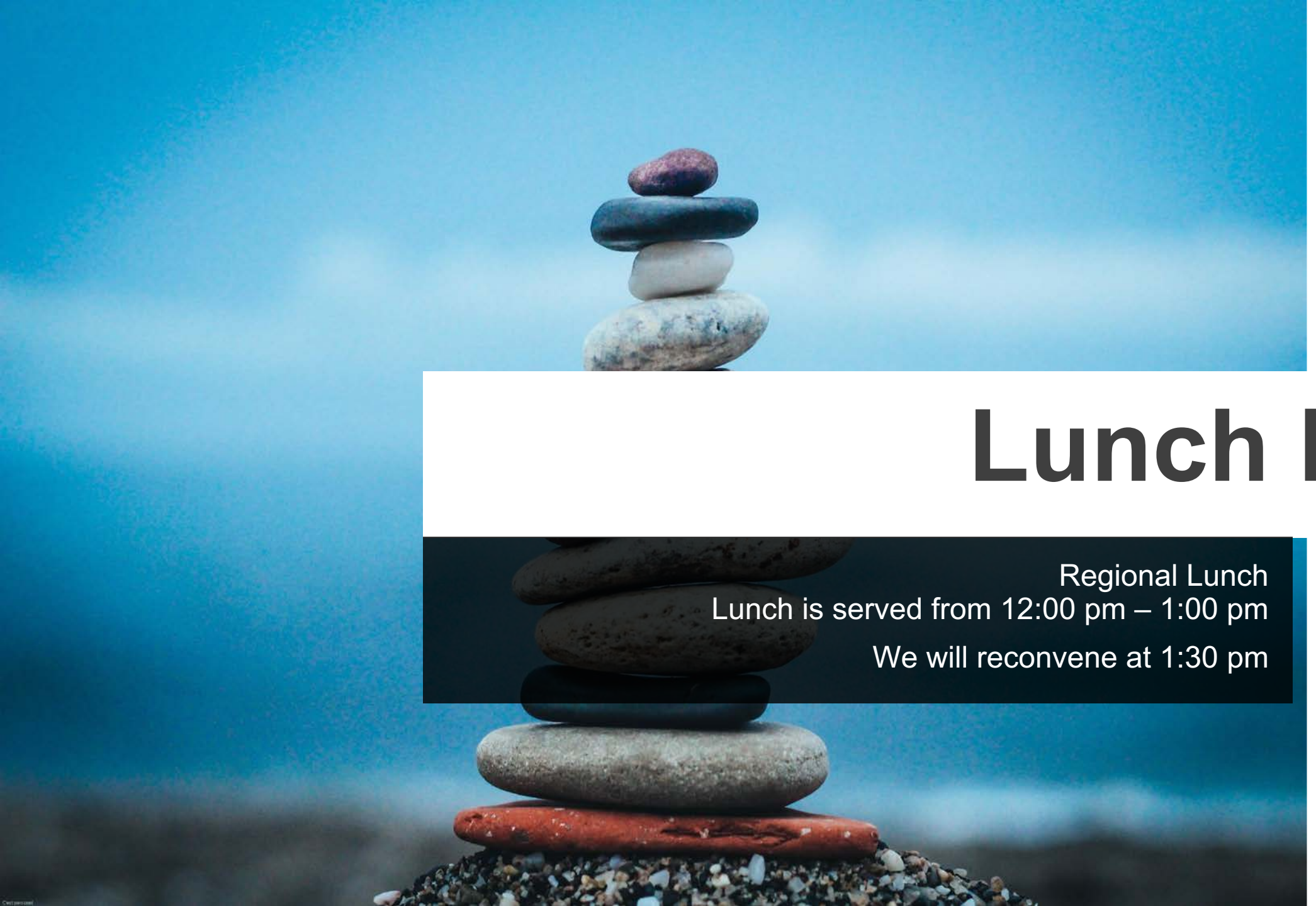

Lunch Break

Regional Lunch
Lunch is served from 12:00 pm – 1:00 pm

We will reconvene at 1:30 pm

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Day 1 Agenda

May 18th, 2022

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3:00 pm – 4:00 pm Trauma Stewardship

4:00 pm – 5:00 pm Self-Care Challenge

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Thriver Panel

1:30 PM – 2:45 PM

Facilitator: Josie Feemster

Jamelia Hinds, Jess Torres, Russell G. Wilson, Ummra Hang

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Audience Q&A Session

ⓘ Start presenting to display the audience questions on this slide.

PACT Consulting

Fill out Online Form for Request:

PACT.CFPIC.ORG/PACT-CONSULTANT-TEAM

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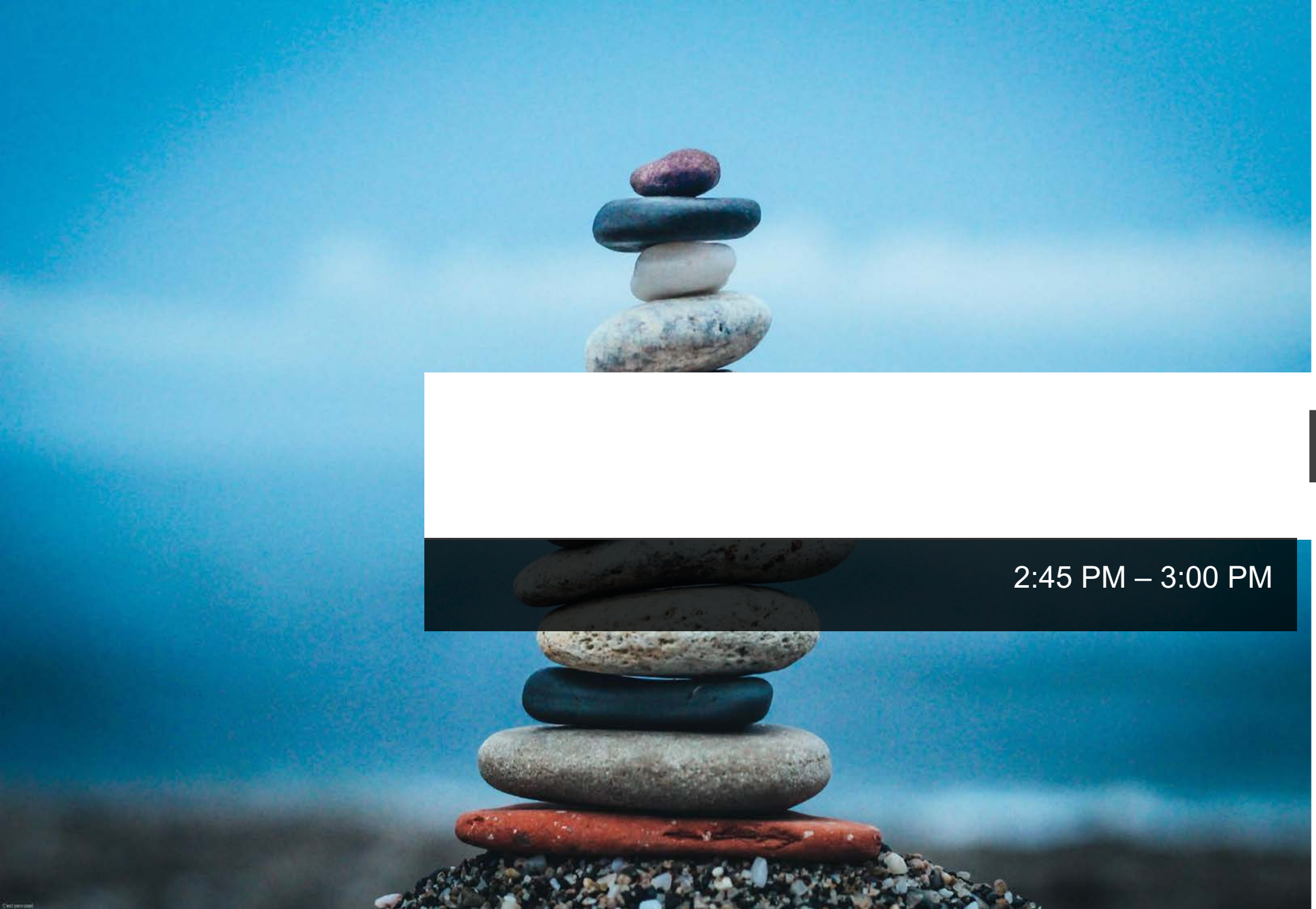

Break

2:45 PM – 3:00 PM

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Trauma Stewardship

3:00 PM – 4:00 PM

Sarah Johnston, PACT Regional Coordinator

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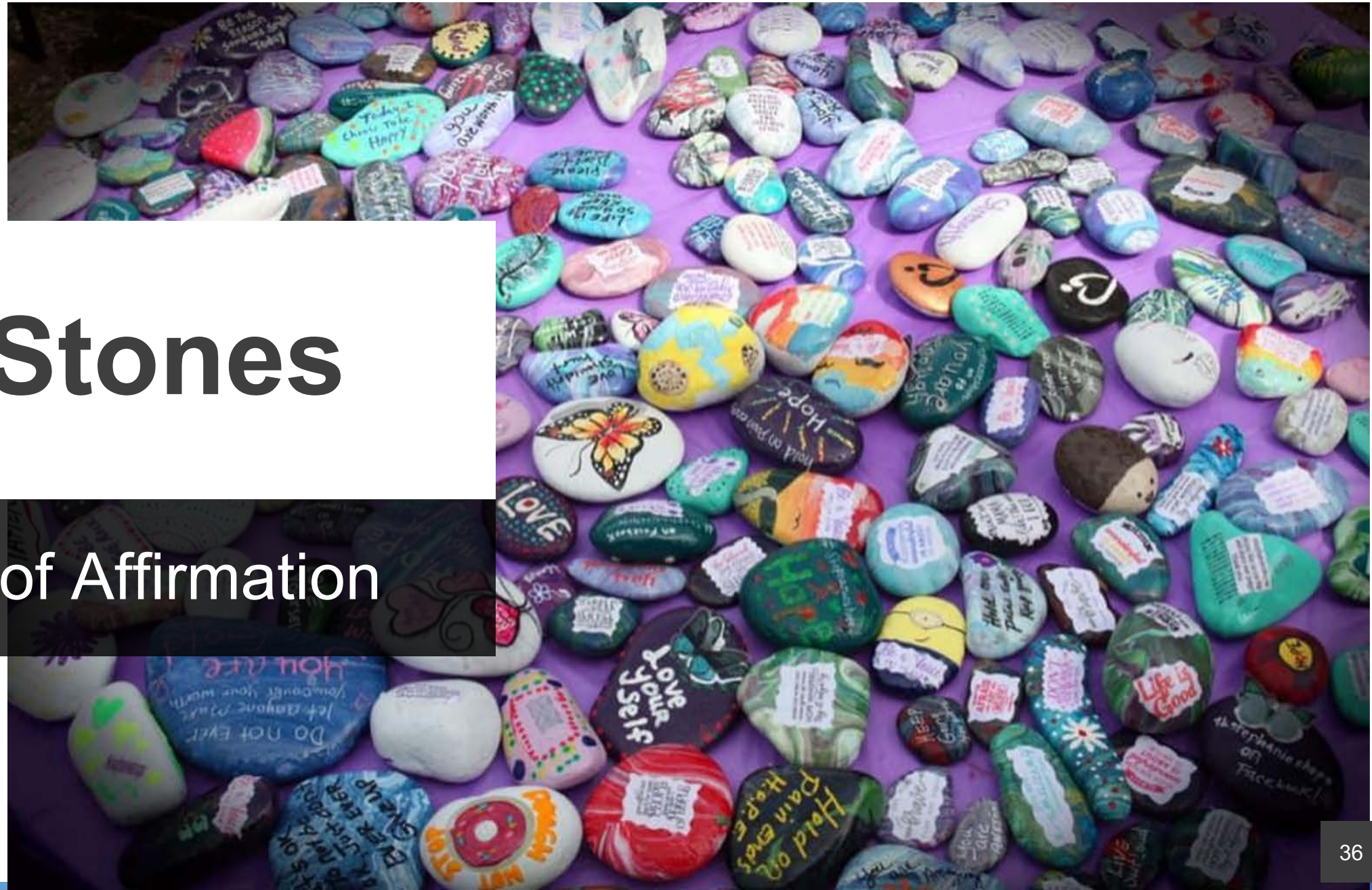
Hope Stones

Message of Affirmation



Burnout

The prolonged physical and psychological exhaustion related to a person's work. It does not include traumatic elements or PTSD-like symptoms.

Compassion Fatigue

The profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate.

Vicarious Trauma

The profound shift in world view that occurs in helpers when they work with clients who have experienced trauma.

Secondary Traumatic Stress

Emotional Duress that results when an individual hears about the firsthand trauma experiences of another. Its symptoms mimic those of post-traumatic stress disorder (PTSD)

WHAT IS SECONDARY TRAUMA?

IF I AM EXPOSED TO SUFFERING IN A SINGLE MOMENT OR OVER THE ARC OF TIME, IS THERE THE POSSIBILITY THAT I WILL BE AFFECTED BY SUCH EXPOSURE?
-LAURA
VAN DERNOOT LIPSKY

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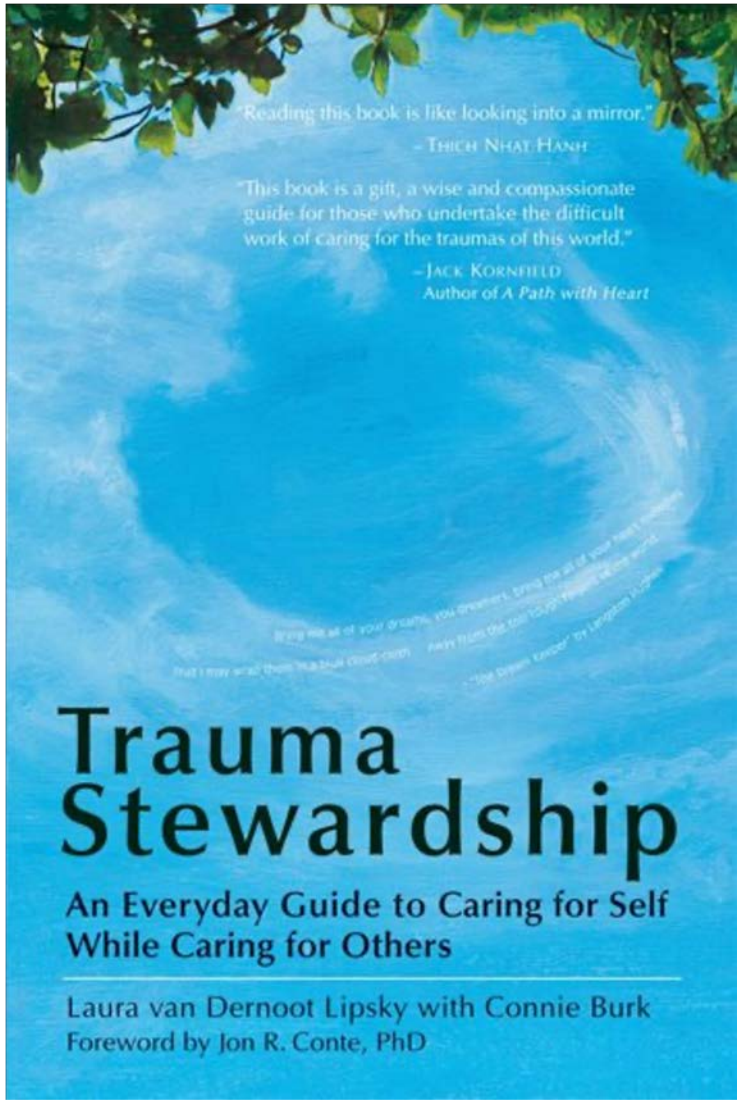
TRAUMA STEWARDSHIP

A daily practice through which individuals and organizations tend to the hardship, pain, or trauma experienced by humans, other living beings or our planet itself

– Laura Van Dernoot Lipsky



"We're encouraging people to become involved in their own rescue."

3 LEVELS OF TRAUMA STEWARDSHIP

Individual

- Caretakers

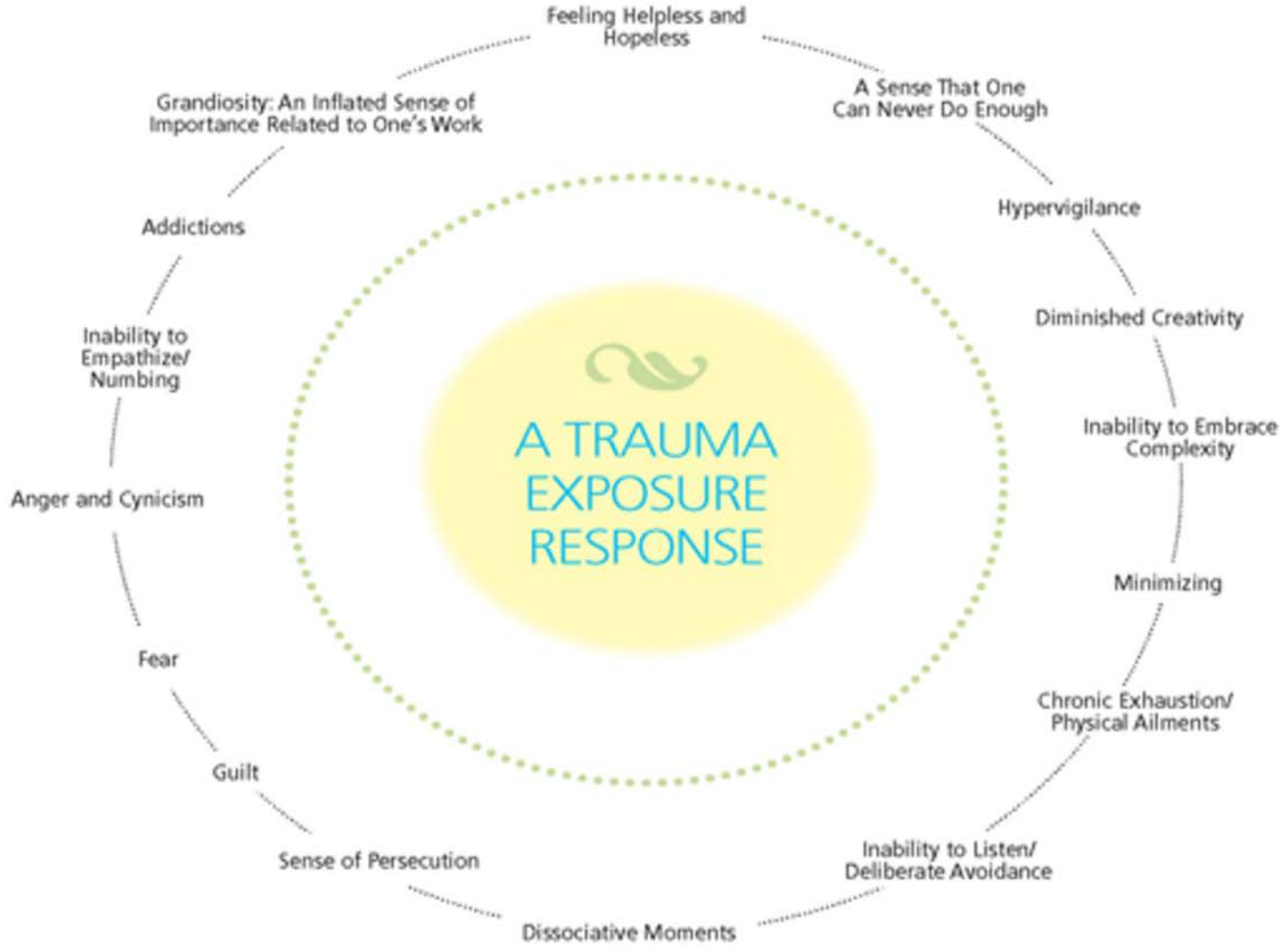
Organizational

- Colleagues
- Systematically

Societal

- Ecological issues
- Other living beings
- Planet issues

A TRAUMA EXPOSURE RESPONSE



Trauma Exposure Response

A trauma exposure response may be defined as the transformation that takes place within us as a result of exposure to the suffering of other living beings or the planet.

© Copyright 2017 van Dernoot Lipsky

"I bark at everything. Can't go wrong that way."

HYPERVIGILANCE

Experiences the feeling of always being 'on', even in times where nothing can be, or should be done.

Being solely focused on the job, to the extent that being present in other areas of life is impossible.

Anticipating and recognizing everything as a potential threat

FEELING HELPLESS/HOPELESS

- Difficult to see that any progress is being made for positive social or political change.
- Successes are hard to keep in focus.
- May believe things are plunging into greater despair.
- May feel overwhelmed, as if nothing can remedy the situation.

THE SENSE THAT ONE CAN NEVER DO ENOUGH

Holds the belief that 'I am not doing enough and I should be doing more'.

"No matter what I do... it won't matter"

When our personal belief that we aren't enough collides with our professional belief that we're not doing enough, we can feel like we are coming apart at the seems

MINIMIZING

May consider less extreme experiences of trauma as 'less' real and therefore less deserving of time and support.

May downplay anything that does not fall into the most extreme category of hardship.

We lose compassion and ability to empathize because we are comparing others suffering or putting in into a hierarchy

Triaging or prioritizing

"Listen, pal, they're all emergencies."

"Really, I'm fine. It was just a fleeting sense of purpose—I'm sure it will pass."

DIMINISHED CREATIVITY

Experiences being less innovative and bored with what one is doing.

"When was the last time I had an original thought?"

Experiences a decrease in joy.

Craves more structure and less creativity.

INABILITY TO EMBRACE COMPLEXITY

- Craves clear signs of right and wrong; good and bad-while feeling the urgent need to choose sides.
- More likely to say ‘no’, and may be more dogmatic and opinionated.
- May look to taking a side in a debate no matter what the debate is about.

“What I’m proposing is this. No.”

"No, not there, please. That's where I'm going to put my head."

CHRONIC EXHAUSTION/PHYSICAL AILMENTS

A bone-tired, soul-tired, heart-tired kind of exhaustion.

Your mind is tired, your body is tired, your spirit is tired and your people are tired.

May hold the belief that one has no choice about the work they do.

INABILITY TO LISTEN/DELIBERATE AVOIDANCE

- Avoidance professionally-'I leave my voice message box full'.
- Avoidance personally going out with people less and less.
- When doing so, engages with people who 'get it' or who engage superficially.
- Highlight of your day is when you don't have to do you job

"No, Thursday's out. How about never—is never good for you?"

DISSOCIATIVE MOMENTS

The experience of being engaged in whatever you are doing, and for whatever reason, having something unhinge within you, not following the story at all

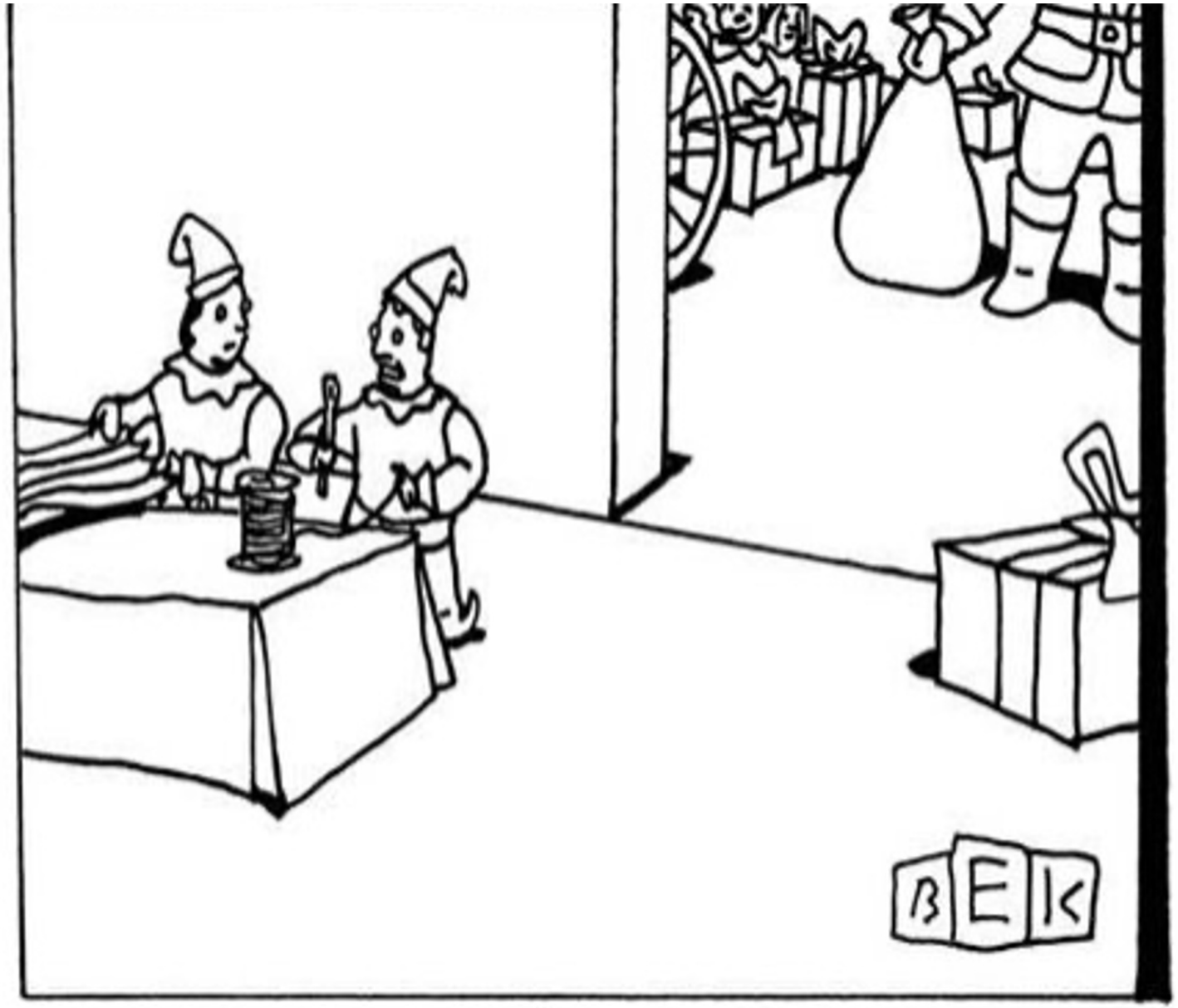
It is losing the last five sentences you have spoken, or not having heard the last part of what someone has shared.

We cut ourselves off from our internal experience in order to guard against sensations and emotions that could be overwhelming to our system

ANGER & CYNICISM

Can be experienced through a cynical sense of humor, in an effort to cope with anger.

We may be unaware of our anger, even when all our loved ones, colleagues, and clients have to tiptoe around us



"It's always 'Sit,' 'Stay,' 'Heel'—never 'Think,' 'Innovate,' 'Be yourself.'"

SENSE OF PERSECUTION

May become convinced that others are responsible for our well-being, and that we lack the personal agency to transform our circumstances.

Mistreatment can become a self-fulfilling prophecy. We may seek it out, focus on it, and then chalk it up as further evidence of how wronged we are.

GUILT

Unable to find joy in life, largely due to guilt.

Associated with how we live in a work with such disparities in resources, and privilege.

It can undermine the authentic connection between people

"I just found an Eastern philosophy that's very accepting of S.U.V.s."

"Boy, I'm going to pay for this tomorrow at yoga class."

ADDICTIONS

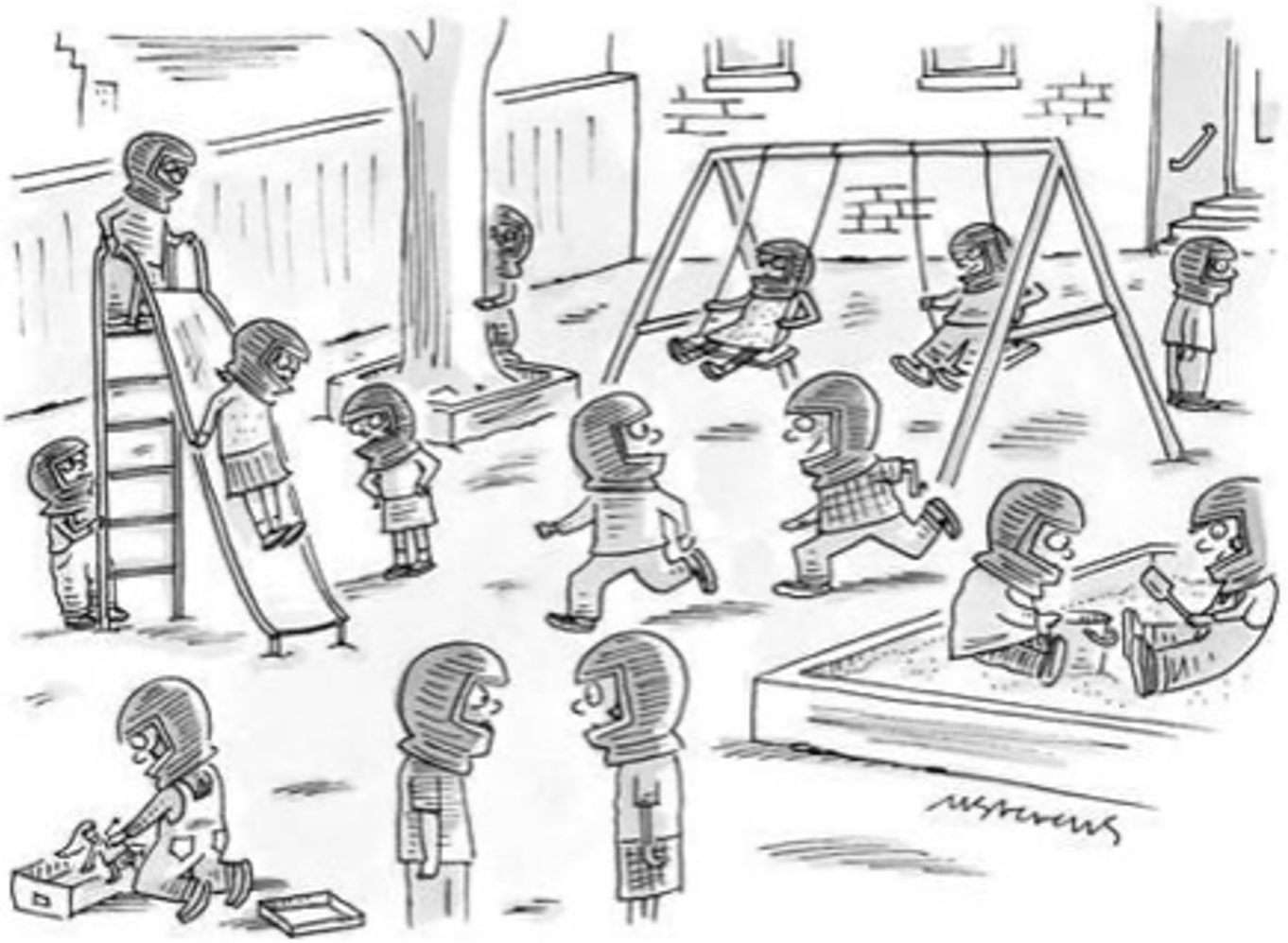
People may find themselves using drugs, alcohol, food, sex, work and other distractions to 'check out'.

The decision to work more and attend to our personal lives less is a choice.

FEAR

Fear of intense feelings, of personal vulnerability, or of potential victimization.

Connecting with our fear may make us feel vulnerable. We feel uncomfortable when we recognize that we have so much in common with our own clients



"I liked recess a lot better before the safety helmets."

"Must you precede everything you say with 'This is your captain speaking'?"

GRANDIOSITY

An inflated sense of importance related to ones work

When work becomes the center of the our identity.

‘Our work is breathtakingly important…and so are we’.

"Could we up the dosage? I still have feelings."

INABILITY TO EMPATHIZE/NUMBING

Inability to empathize often happens as a result of one's system being overwhelmed with incoming stimuli.

Numbed out intense feelings, where any hint of experiencing them again may be scary

What secondary trauma responses do you see in your own life?

How do you differentiate between burnout and secondary trauma?

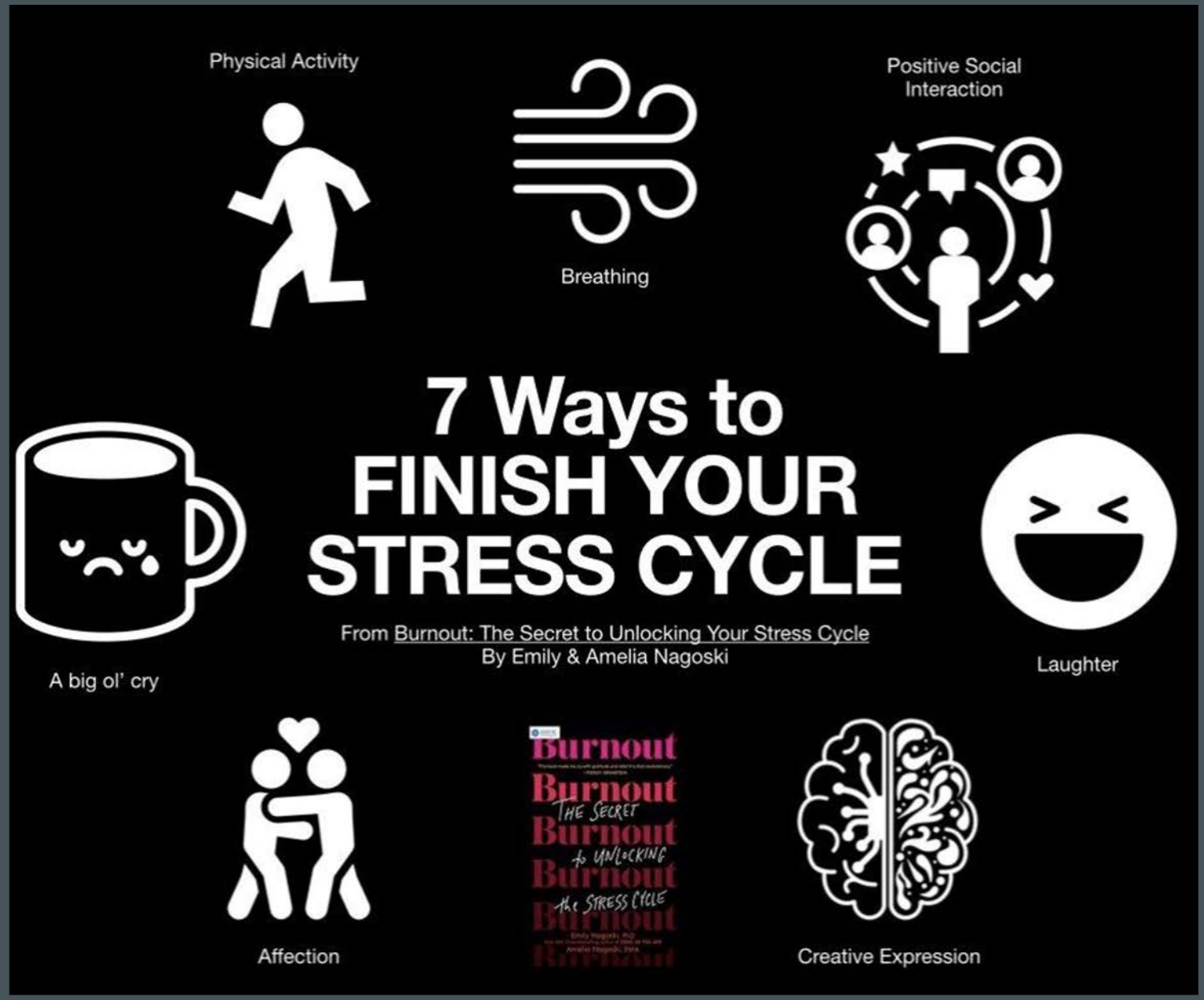
DISCUSSION QUESTIONS

THE FIVE DIRECTIONS

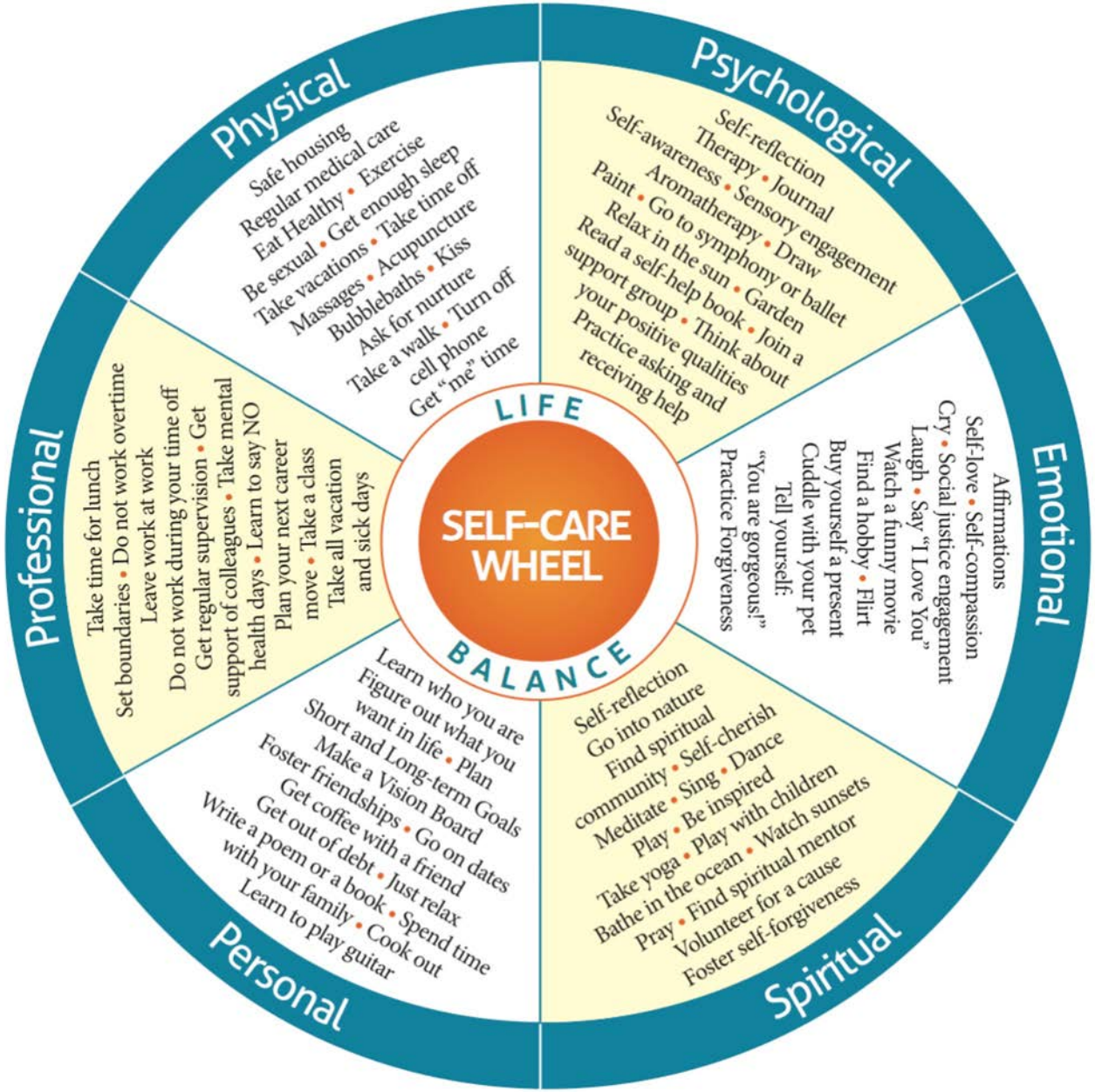
By developing the deep sense of awareness needed to care for ourselves while caring for others and the world around us, we can greatly enhance our potential to work for change, ethically and with integrity, for generations to come.

--Laura van Dernoot Lipsky

WAYS OF COMPLETING THE STRESS CYCLE



The Eight Types of Self Care



How do you find balance within your work and life?

In what ways do you complete the stress cycle?

DISCUSSION QUESTIONS

TRAUMA STEWARDSHIP IN THE WORKPLACE

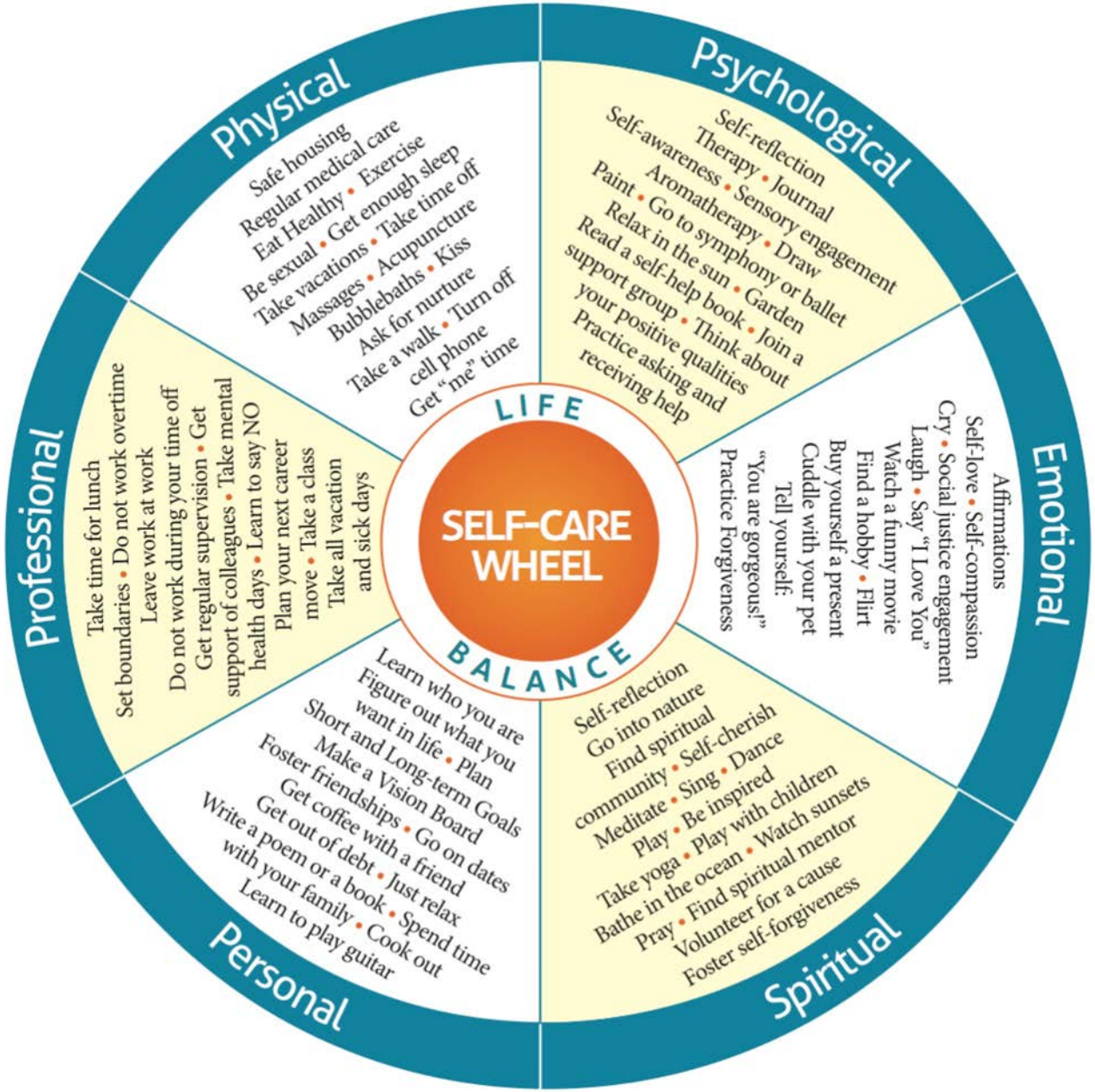
- Trauma-Informed Supervision, Staff Meetings, etc.
- Offering space for self care
- Prioritizing Gratitude
  - Avoiding Toxic Positivity
- Rest
  - Actually Resting vs. Taking a break
  - Active Rest
- Accountability within our teams when it comes to secondary trauma responses
- Creating environments to tend to the nervous system
- What else have you seen work in your workplaces?

How do you facilitate Trauma Stewardship within your teams and workplace?

What practices do you see yourself implementing with your teams?

DISCUSSION QUESTIONS

Self Care Challenge



A break for a moment of creativity and self care

Jess Torres

Enjoy your day!

Intentional Self Care 4:00 PM – 5:00 pm

Dinner is served from 6:00 pm – 7:00 pm

Optional Networking Opportunity from 7:00 – 8:00 PM @ the Fire Pit by the Beach Pathway

Tomorrow: 7:30 am - 9:00 am Breakfast

Reconvene @ 9:00 am

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PACT 2022 Convening

May 18th – 19th, 2022
Asilomar Conference Grounds

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Day 2 Agenda

May 19th, 2022

9:00 am - 12:00 pm Morning Session

9:00 am – 9:15 am Welcome, Ice Breaker

9:15 am – 10:15 am Cross County Coordination

10:15 am – 10:30 am Break

10:30 am – 12:00 pm Collective Café, SB 855 Table Talks

12:00 pm – 1:00 pm Networking Lunch by Region

1:00 pm – 1:30 pm Break

1:30 pm – 4:00 pm Afternoon Session

1:30 pm – 2:30 pm An Integrated Approach to Child Labor Trafficking

2:30 pm – 3:00 pm Closing Reflections

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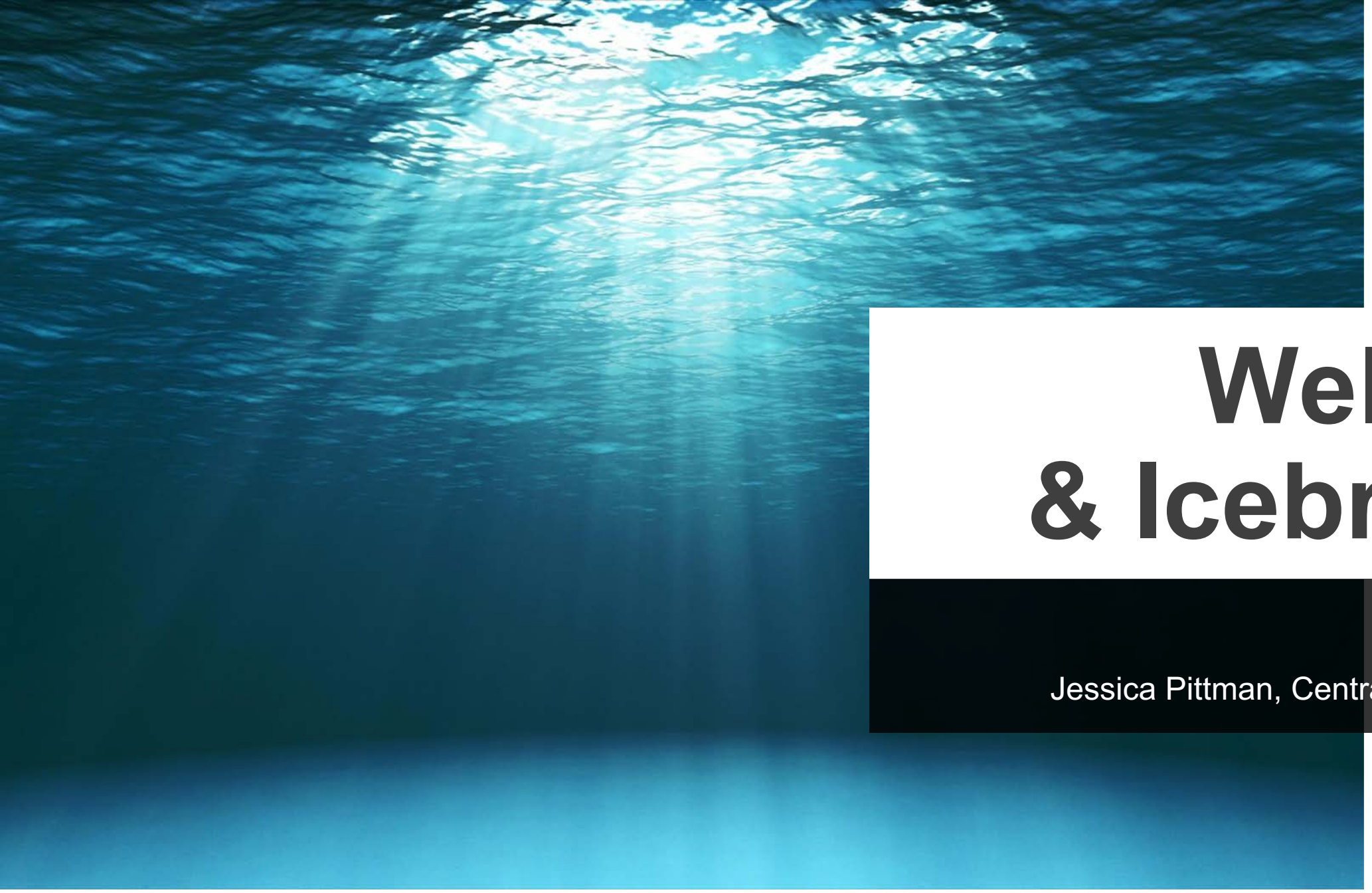

Welcome & Icebreaker

9:00 AM – 9:15 AM

Jessica Pittman, Central Valley Coordinator

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Self-Care Challenge

Care to Share…

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Self-Care Challenge

ⓘ Start presenting to display the poll results on this slide.

Day 2 Agenda

May 19th, 2022

SCAN ME

9:00 am - 12:00 pm Morning Session

9:00 am – 9:15 am Welcome, Ice Breaker

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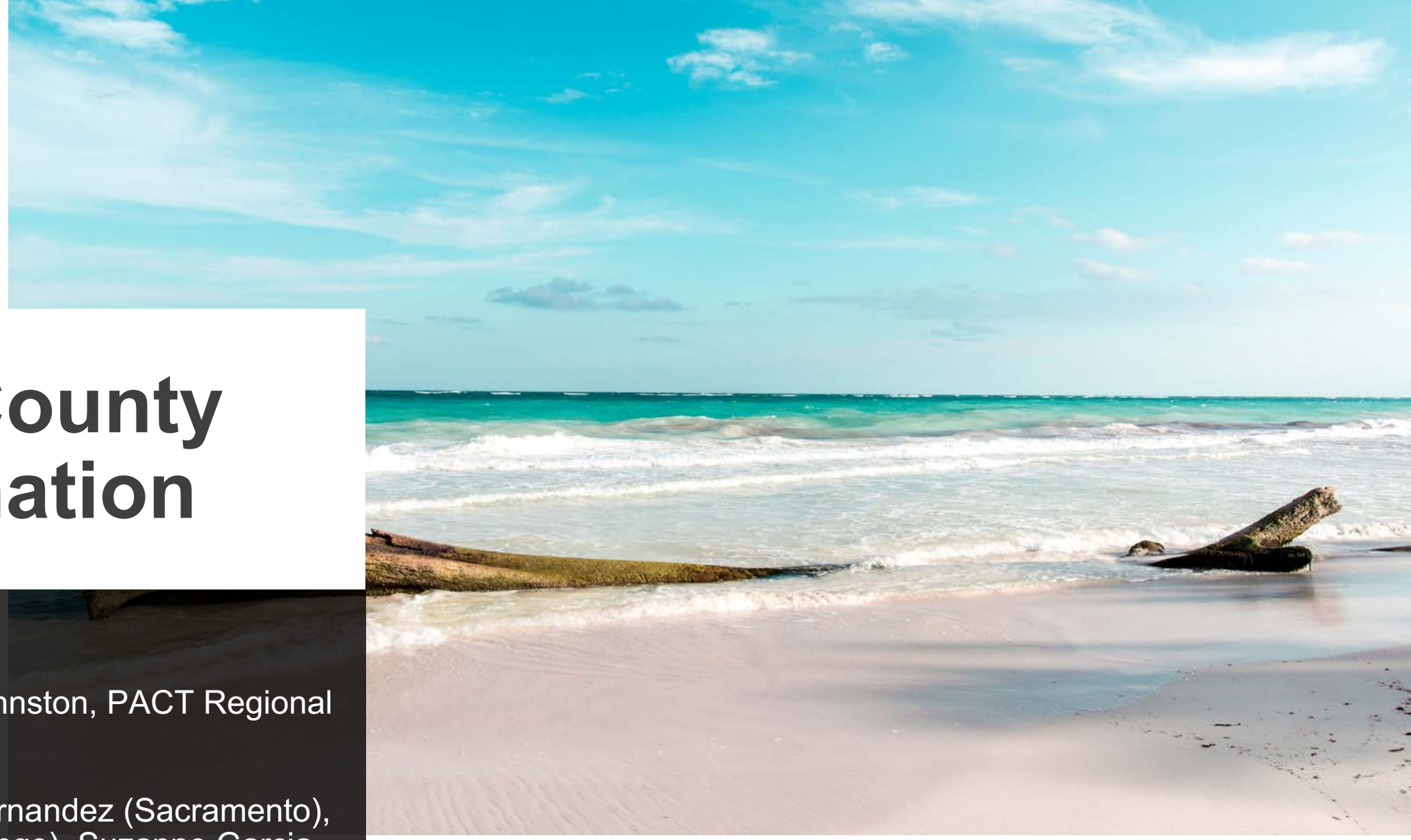

Cross County Coordination

9:15 AM – 10:15 AM

Facilitator: Sarah Johnston, PACT Regional Coordinator

Panelists: Bilee Hernandez (Sacramento), Lisa Delamater (Orange), Suzanne Garcia (Alpine)

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History and Background

Situation

A concise statement of the problem

What is going on now

Currently, there is not an inter-agency protocol that defines the roles and responsibilities of county child welfare agencies when they have identified a youth from another county who is a victim of Commercial Sexual Exploitation. As a result, there is a lack of consistency in practice across counties. There are differences amongst the counties' approach in managing out of county referrals that must be resolved to improve operational procedures and coordinated service delivery to youth and families. Examples of areas that need to be resolved include
1) Generating referrals and determining what type of referral to generate;
2) Transportation of child back to home county within a timely manner;
3) Cross-county collaboration on investigations

Background

Pertinent and brief information related to the situation

Previous efforts have been made in developing regional (Southern, Central, Northern and Bay area regions) agreements regarding cross county referrals for Commercially Sexually Exploited Children. However, the current agreements are vague and require enhancements to provide more specificity on protocol and procedures. CSEC Coordinators from county child welfare agencies responded to a poll taken in March, 2021, to determine whether or not agencies in California found a need to modify current protocols in order to improve the coordination and management of cross-county referrals. The results showed that the majority agreed - especially the Southern, Central Valley, and Bay are child welfare agency representatives.

History and Background

Assessment

Analysis and considerations of options

What you found/think is going on

A review of the current protocols was completed, administrative data was reviewed, and cross-county referral case studies were examined in order to determine specific challenges experienced. It was found that out of all L.A. County First Responder Protocol referrals received for youth impacted by commercial exploitation, close to 30% were youth from other counties, with the highest number of out of county referrals coming from San Bernardino, Riverside, Sacramento, Fresno, Kern, Orange, and San Joaquin. Case reviews highlighted problem areas such as lack of timely response to transporting youth back to home county which resulted in youth running away, confusion over custody and jurisdictional issues, and inconsistent understanding of risks associated with youth impacted by CSE, which resulted in disagreements over a plan of action.
A review of current protocols showed that there were information gaps that need to be addressed, such as information on the capacities of counties to respond to referrals 24/7.

Recommendation

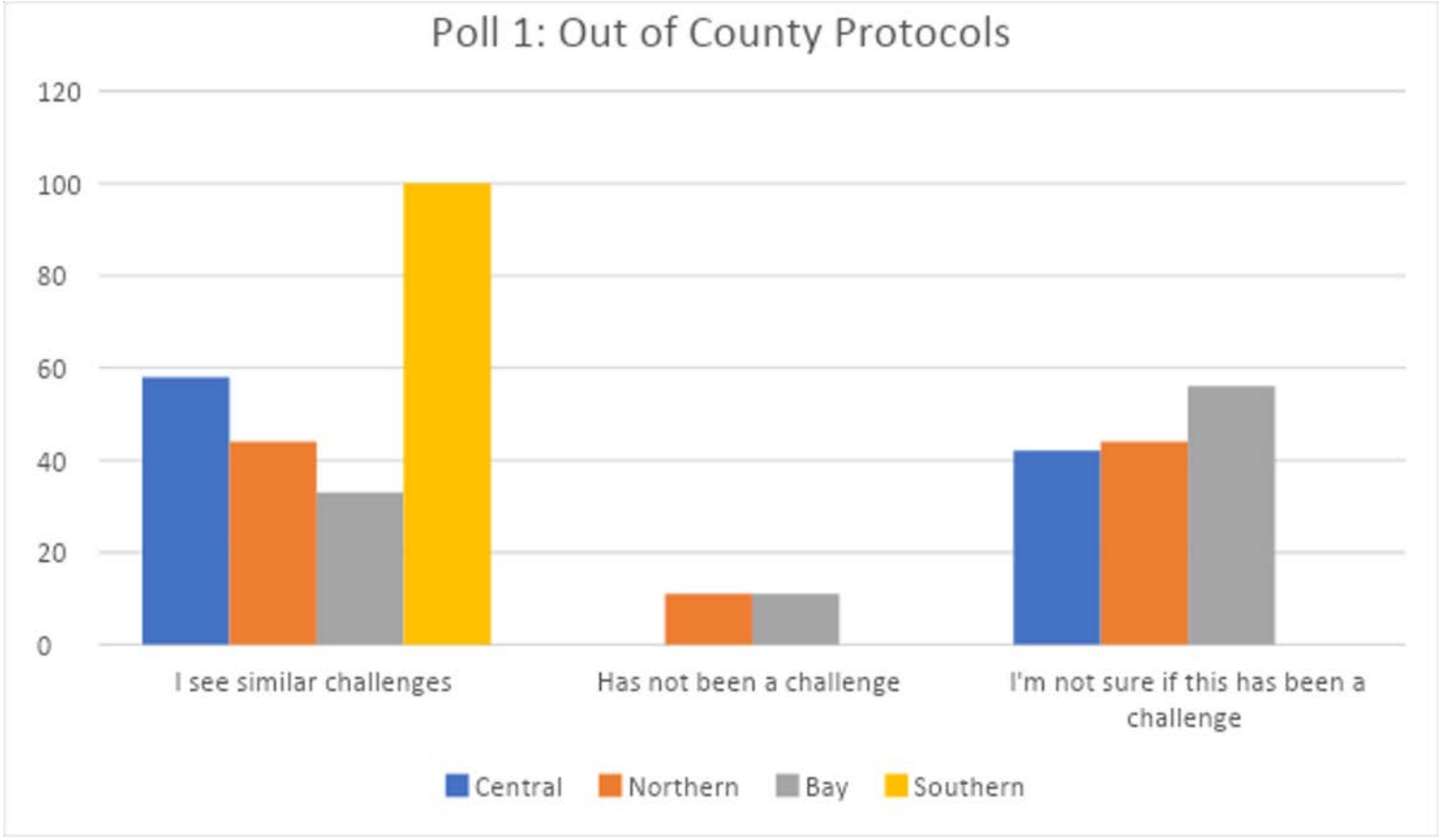
Request/ Recommend action

What you want done

The recommendations are:
1) The PACT Inter-Agency Protocol Workgroup will develop one inter-agency protocol to fully address expectations and agreements around items such as timely transportation of youth back to their home county, cross-county collaboration on investigations, youth safety assessment/planning/service delivery, and development of a communication plan that provides list of pertinent contacts that includes whether or not counties have capacity to respond after-hours.
2) Director to champion the effort and, once finalized, present the updated Inter-Agency Protocol Agreement at CWDA for review and approval
3) Counties to provide training to staff on the updated Inter-Agency Protocol
4) PACT Inter-Agency Workgroup to meet regularly to evaluate progress.

July 2019

Out of County Protocol: Poll Results from PACT Regional Cohort Meetings March, 2021



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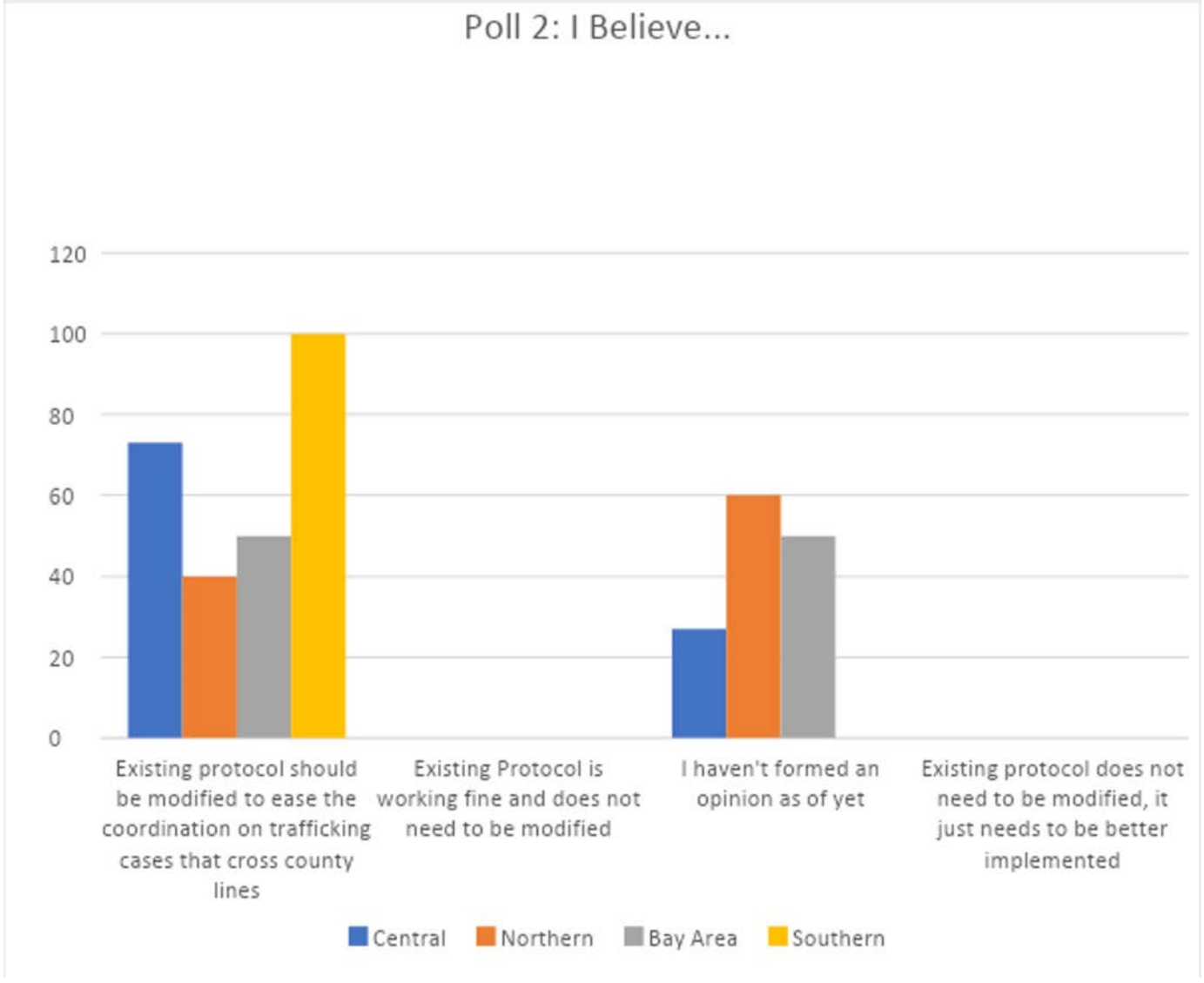
Out of County Protocol: Poll Results from PACT Regional Cohort Meetings March, 2021



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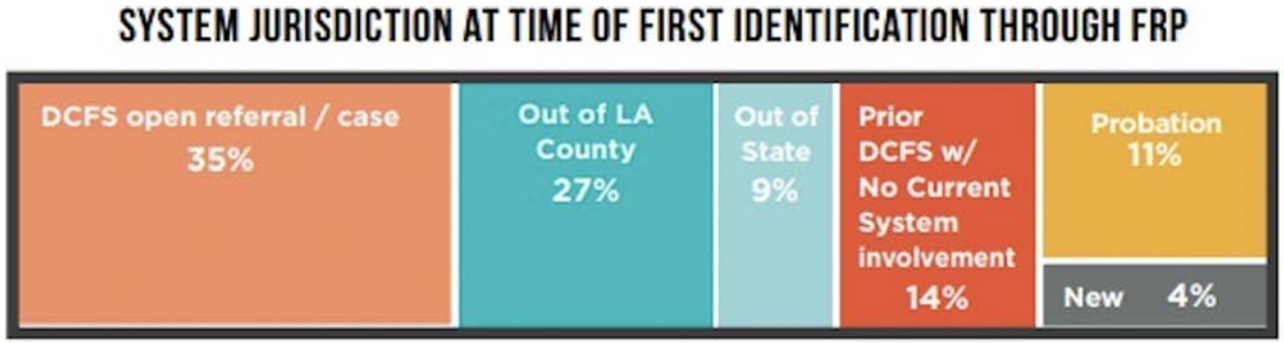
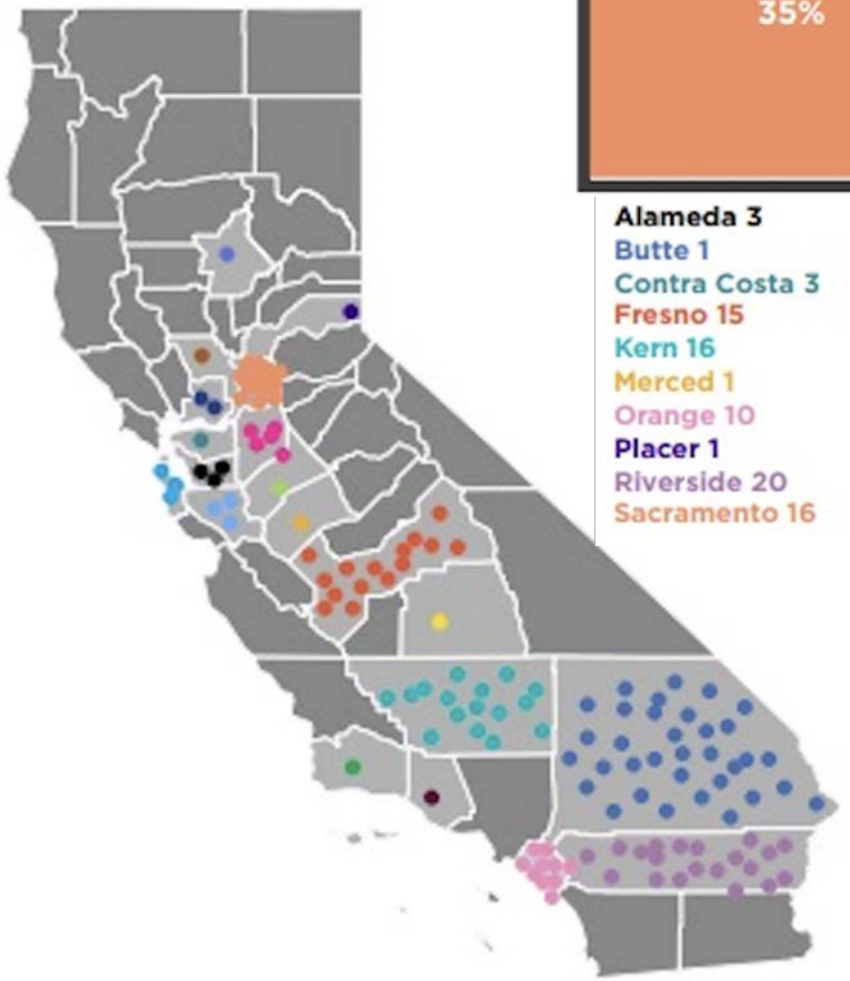
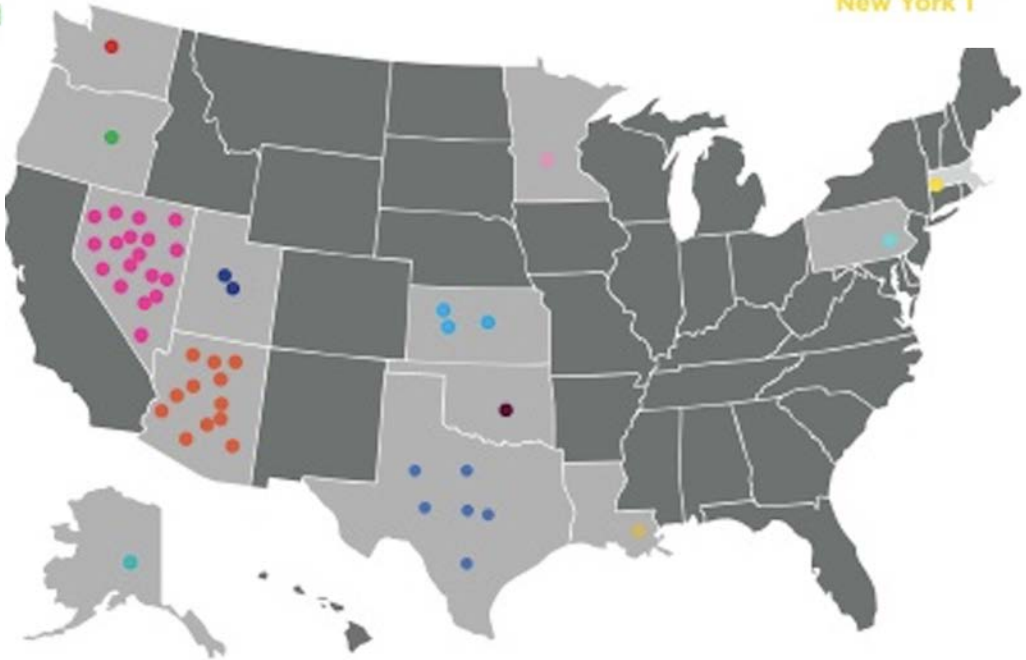
Scope of the Problem – Los Angeles County Data



Alameda 3
Butte 1
Contra Costa 3
Fresno 15
Kern 16
Merced 1
Orange 10
Placer 1
Riverside 20
Sacramento 16
San Bernardino 36
San Francisco 3
San Joaquin 5
Santa Barbara 1
Santa Clara 2
Stanislaus 1
Tulare 1
Solano 2
Ventura 1
Yolo 1



Alaska 1
Arizona 12
Kansas 3
Louisiana 1
Minnesota 1
Nevada 18
New York 1
Oklahoma 1
Pennsylvania 1
Texas 6
Utah 2
Washington State 1
Wisconsin 1
Oregon 1



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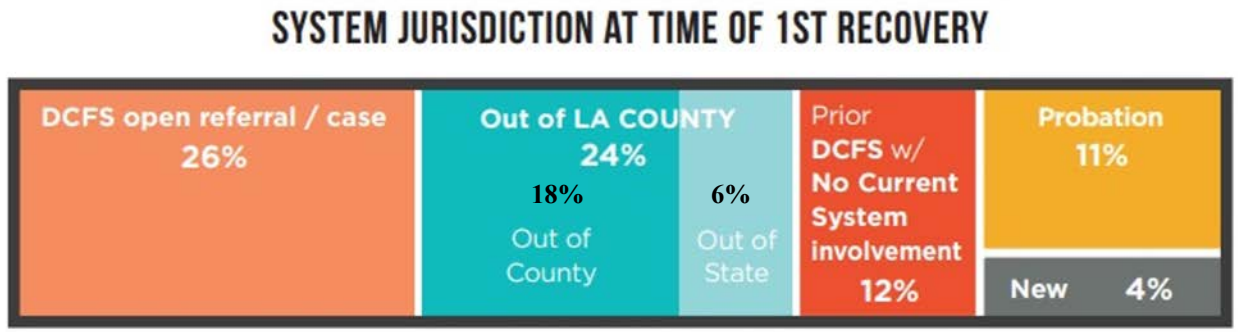
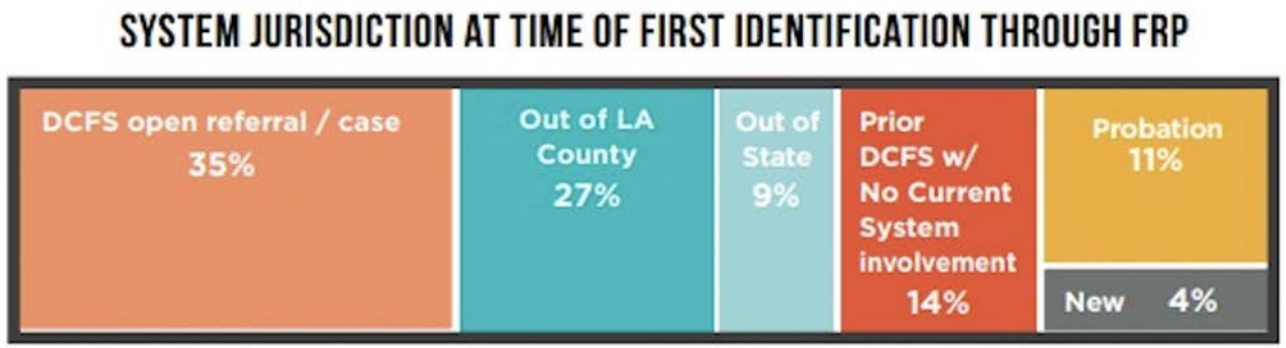
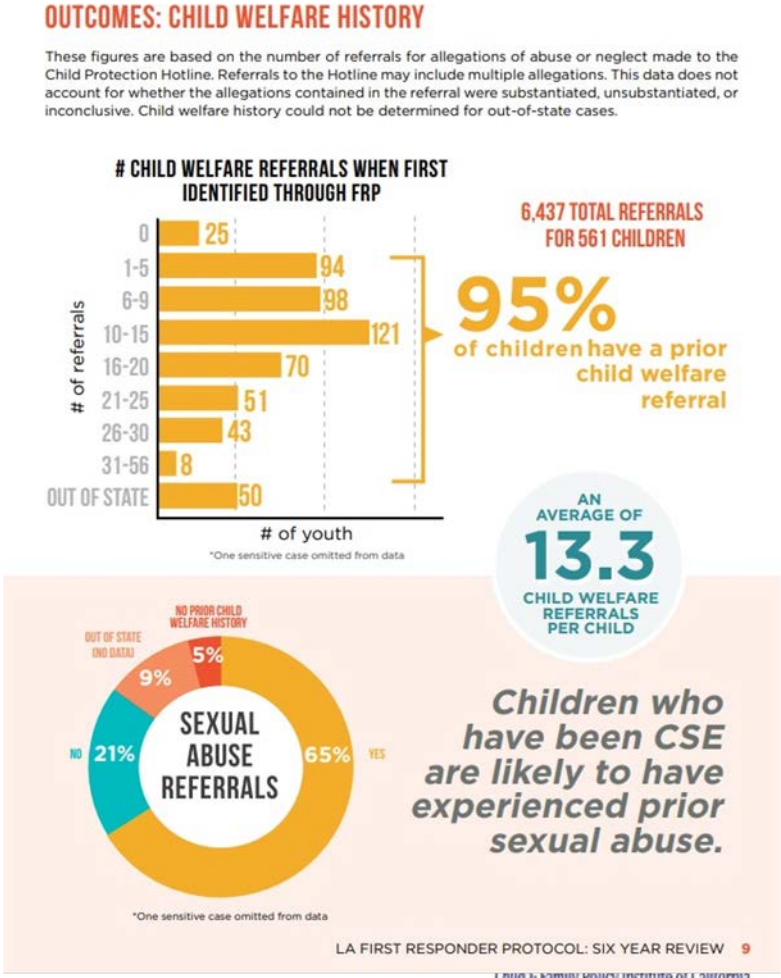
Scope of the Problem – High-Level Overview Analysis and Challenges of Current Policy

2018



2020





Orange County Data

2015 – 2020 Data – CSEC Youth in Orange County

Dependency/Probation/ Dual open cases 36%	Out of Orange County 34%	Out of State 6%	Prior Child Abuse Reports 90%	1 or more CSEC referral (duplicated youth) 14%

Outside Orange County

Los Angeles	31
Fresno	19
Sacramento	12
San Bernardino	9
Riverside	6
Contra Costa	5
Kern	4
Solano	3
San Joaquin	3
Kings	2
Madera	2
Counties with 1	Lake, San Francisco, San Mateo, San Diego, Stanislaus, Santa Clara, Placer, Alameda, Calaveras

Out of State

Nevada	4
Washington	3
Michigan	2
Ohio	2
Texas	2
Colorado	2
New Jersey	2
Missouri	1
Illinois	1
Florida	1
Utah	1
Oregon	1

Outside US/Unknown

Mexico	1
Unknown	1

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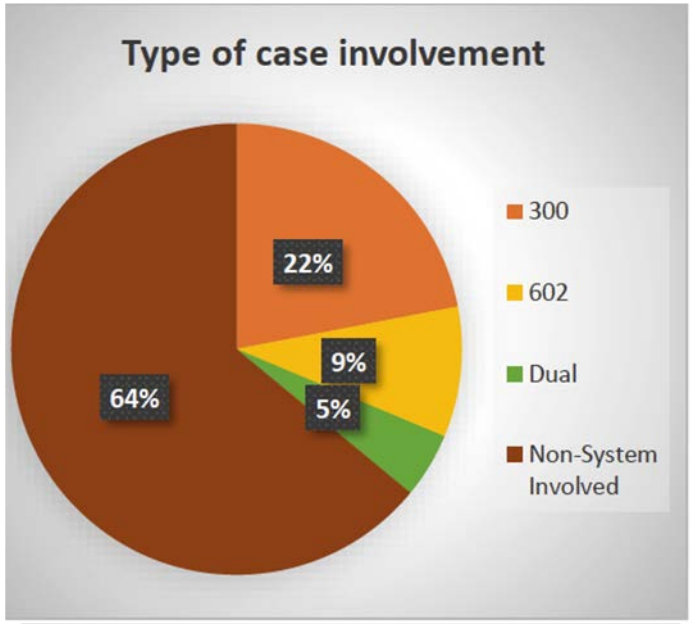
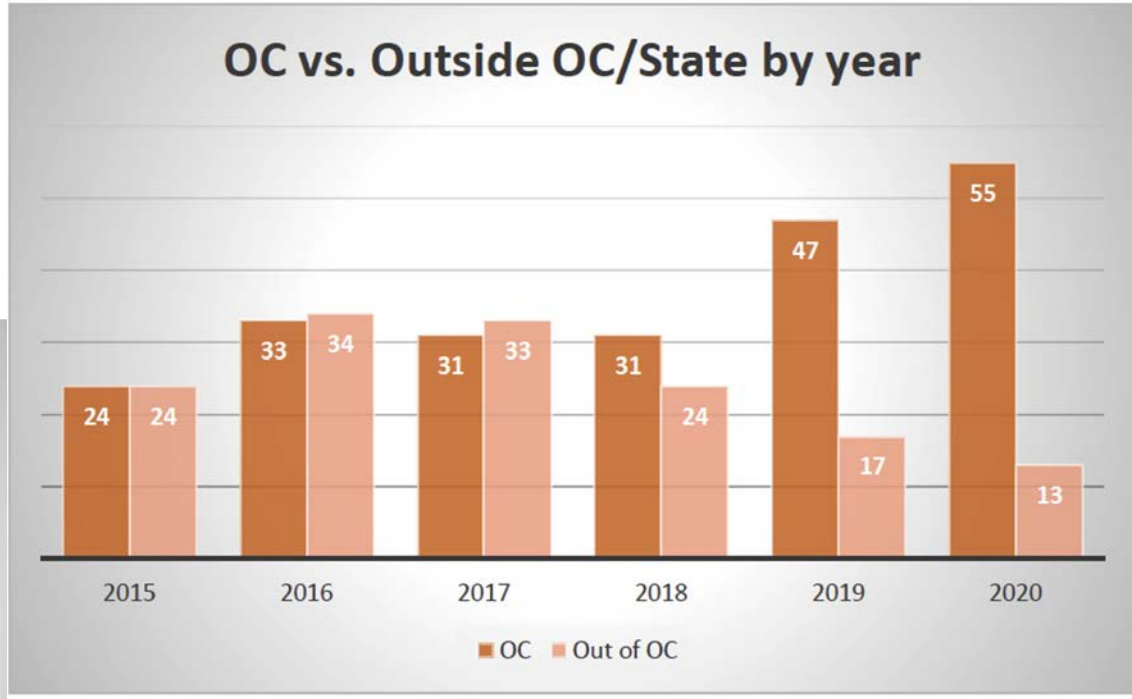
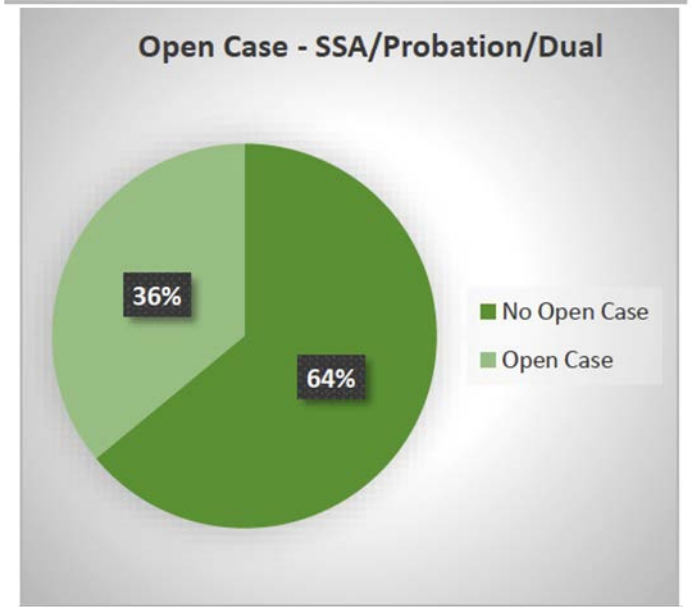
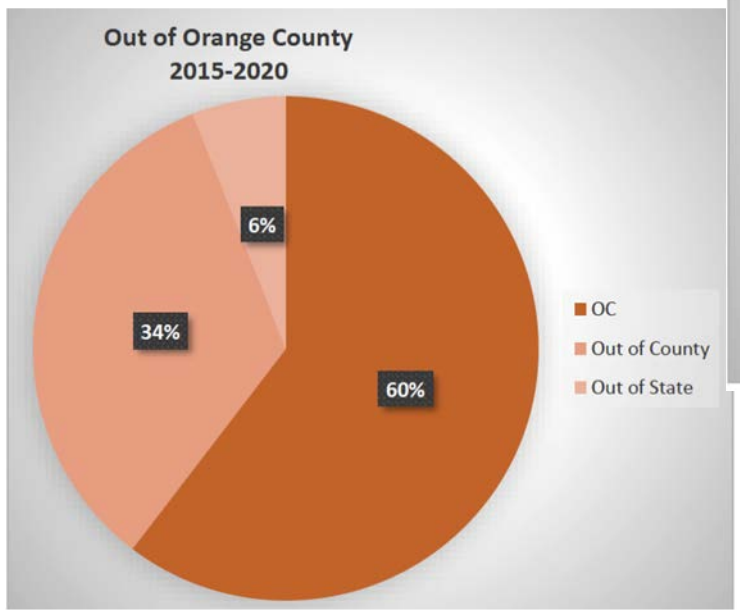
Orange County Data Cont.









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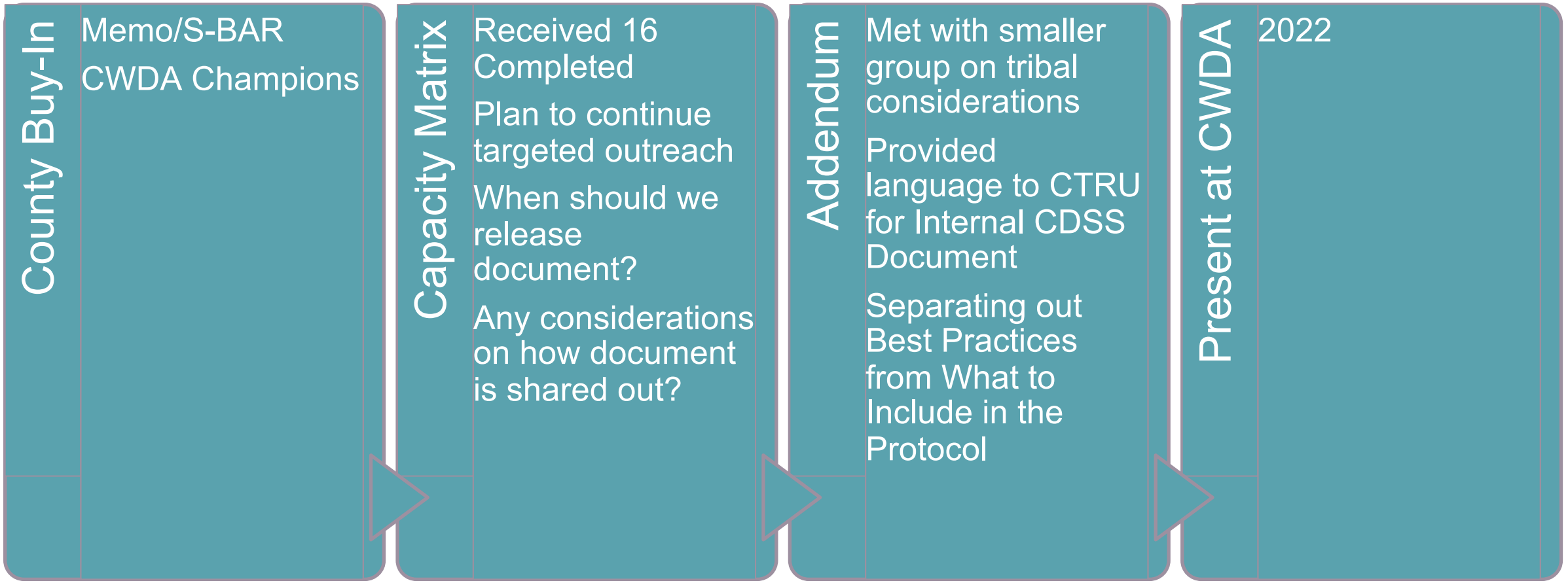
Progress



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Out of County Protocol Matrix

Out of County Protocols for Commercially Exploited Youth Matrix

Instructions:

The Child Trafficking Capacity Matrix was developed as a tool to assist counties in the coordination of services for a youth who has experienced commercial sexual exploitation or labor trafficking and who is recovered in another county. Knowledge regarding the unique child trafficking response and capacity in each county can assist county efforts to utilize a harm reduction approach and reduce existing barriers at the critical moment when a youth returns to care. Successful coordination between counties can result in increased communication regarding jurisdiction, access to timely transportation, placement, coordination of emergency needs, mitigation of after hours response and addressing safety concerns, etc.

Please answer these questions to the best of your ability. Once received your responses will be included in a matrix which will be shared with the county child welfare and probation point of contact to distribute within your agency. This matrix will be updated on a regular basis - it will be your POC's responsibility to distribute the most updated document. If you need help in filling out this form, or want to make a change to a form that has already been submitted please email PACT@cfpic.org or contact Melissa Gomez (209) 200-1225 during business hours.

County Profile

Contact Person Filling out Form	
Date Updated	
County Name	
Agency	
Child Abuse Hotline Number	
Opt-In County	Y/N
Dual or Non-Dual Juristictional	
Had your county integrated child labor trafficking into your child trafficking response?	Y/N Somewhat

Point of Contacts

List Points of Contacts in your county? What POC's should be included? Probation POC, the HT Coordinator, whomever can be called afterhours for a child trafficking case in each of those agencies (Is it the hotline directly, or is there designated person/people). Note – In many counties the HT Coordinator might not be the person that will answer the call after hours.

Child Welfare Contacts

Please note important points of contact for your county. This may include the "CSEC or Human Trafficking Coordinator," anyone in charge of after-hours response, etc. These titles may be different in each county.

Child Welfare Contact 1	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Child Welfare Contact 2	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Child Welfare Contact 3	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	

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Out of County Protocol Matrix

Probation Contacts		
Probation Contact 1	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Probation Contact 2	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Probation Contact 3	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Juvenile Hall Contacts		
What hours can someone from another county contact your Juvenile Hall?		
What is the phone number to contact your Juvenile Hall to coordinate return of youth to their home county?		
Juvenile Hall Contact 1	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Juvenile Hall Contact 2	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	

Out of County Protocol Matrix

ICWA Response		
Does your county have an ICWA Unit/Indian Specialty Unit or Native Special Skill Workers?		Yes/No
If Yes, please provide the ICWA/Native Specialty Unit or Special Skills Worker Point of Contact	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
ICWA/Native Specialty Unit or Special Skills Worker Point of Contact 2	Name	
	Title	
	Email	
	Phone Number	
	Can this person be notified after hours?	
	Description	
Please list the local tribes that you partner with, if any.		
Describe your protocol or process to inquire about a youths native identity and to notify their tribe as is required by ICWA.		

Out of County Protocol Matrix

County Child Trafficking Response	
Provide a brief description of your county's child trafficking specific services, if any exist.	
Do you have a 24/7 response specifically for Trafficked Youth	Y/N
If yes, what is your after hour response capacity?	
Describe your county's ability to transport youth back to the "home county"	Examples a. We can travel to neighboring counties within 12 hours b. We can provide a response within a 100-mile radius within x amount of time c. We have limited capacity to travel out of county – our county is very rural and a coordinated response may take up to several days. d. Response may vary due to current and limited capacity. e. In some cases, we meet the other county half-way.
What ER placements capacity exists within your County.	Examples a. 3 CEC Specific Emergency Placement Beds are contracted through a local agency. b. Limited emergency placement beds, youth may stay at CWS Offices until a placement is located. c. ER Placement Foster Families d. Capacity is extremely limited.
Is there anything else about your county's response to supporting in and out county youth that you would like counties to be aware of?	Examples a. We have limited capacity to host out of county youth, or retrieve youth found out of county. We will do our best to facilitate a coordinated response. b. Many of our youth are placed out of county because there are no existing STRTP's in our county or trafficked youth specific resources. c. We are a very large county and responses may vary due to high-turnover of staff. If you have challenges with coordination, please reach out to the POC.

Key Learnings from Matrix Collection/Review

Initiated conversation between partners and clarified roles & responsibilities

Several Probation POC's asked to be included in more collaboration with PACT – Identified Gap

More POC's connecting with our staff for cross county POC's

Identified counties that may need more support for partnerships with tribe/ICWA Response

Nor Cal does not have an active agreement to build on

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Panel

- **Billee Hernandez**, MSW, Human Services Program Planner, Child Protective Services, Sacramento County Department of Child, Family and Adult Services
- **Lisa Delamater,** Senior Social Services Supervisor, County of Orange CSEC Coordinator, Orange County Child and Family Services
- **Suzanne M. Garcia**, Tribal Legal and Child Welfare Specialist, Tribal Law and Policy Institute, Alpine County

Interactive Case Review

A 16 yr. old youth from a home county was exploited by a trafficker in a Host County after being recruited through Instagram. The youth was recovered and the exploiter was arrested. The youth was placed by the home county in a Host County Group Home. The youth had a dual supervision PP case out of the home county.

The youth was placed on a courtesy hold at a host county Temporary Shelter Care as the home county. The host county social worker contacted the assigned social worker from the home county in an effort to get the youth back to her origin county expeditiously to prevent the youth from running away. The home county and the host county held a collaborative case conference and created a plan of action to safely return the youth back to the county of origin. The youth stayed in placement when she was made aware that her home county was picking her up. Following the youth being picked up by their home county, there was conflict and disagreement between the two agencies including the case plan for the client, challenges of placement with the youth, and concerns for safety around the exploiters.

When the host county recovered the youth, they found challenges with not having many resources for the youth including lack of advocacy resources, communication with law enforcement in the host county who were prosecuting the case, and extreme challenges around placement as they did not have a suitable placement in their own county and had to look elsewhere to find placement. Additionally, there was confusion over jurisdictional issues as the youth was placed out of the county and was under dual supervision between the host and the home county and which held primary jurisdiction and decision-making power over the youth.

Interactive Case Review Discussion Questions

- What barriers do you see in this case?
- What challenges face the host County?
- What challenges face the home county?
- How could the Out of County Protocol Matrix have been used to help bridge some of these challenges and barriers?
- What of these challenges were specific to Commercially Exploited Children?
- What other solutions do you see to these challenges?

Break

10:15 AM – 10:30 AM
Time to take a Group Picture!

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Collective Café

10:30 AM – 12:00 PM

The purpose is:

- Uncover collective wisdom and inspiration for action!
- Gain from and celebrate the diversity of person, context and experience in the room
- Active engagement and exploration of what could be…

The purpose is not:

- To build a plan
- Create action immediate solutions
- Monopolize the groups time by brainstorming the project you've been dying to get feedback on

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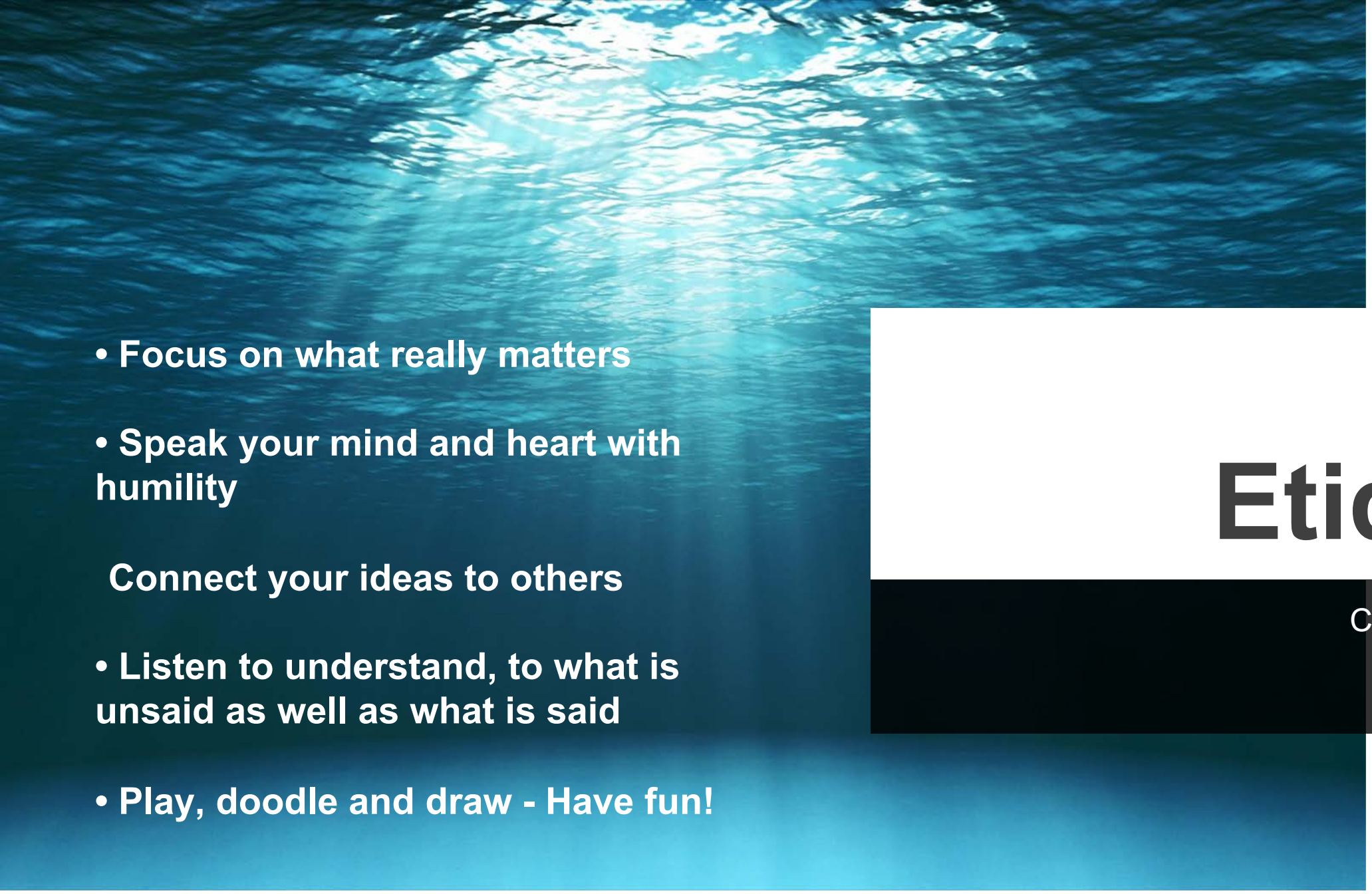

Cafe Etiquette

- Focus on what really matters
- Speak your mind and heart with humility

Connect your ideas to others

- Listen to understand, to what is unsaid as well as what is said
- Play, doodle and draw - Have fun!

Celebrate the diversity

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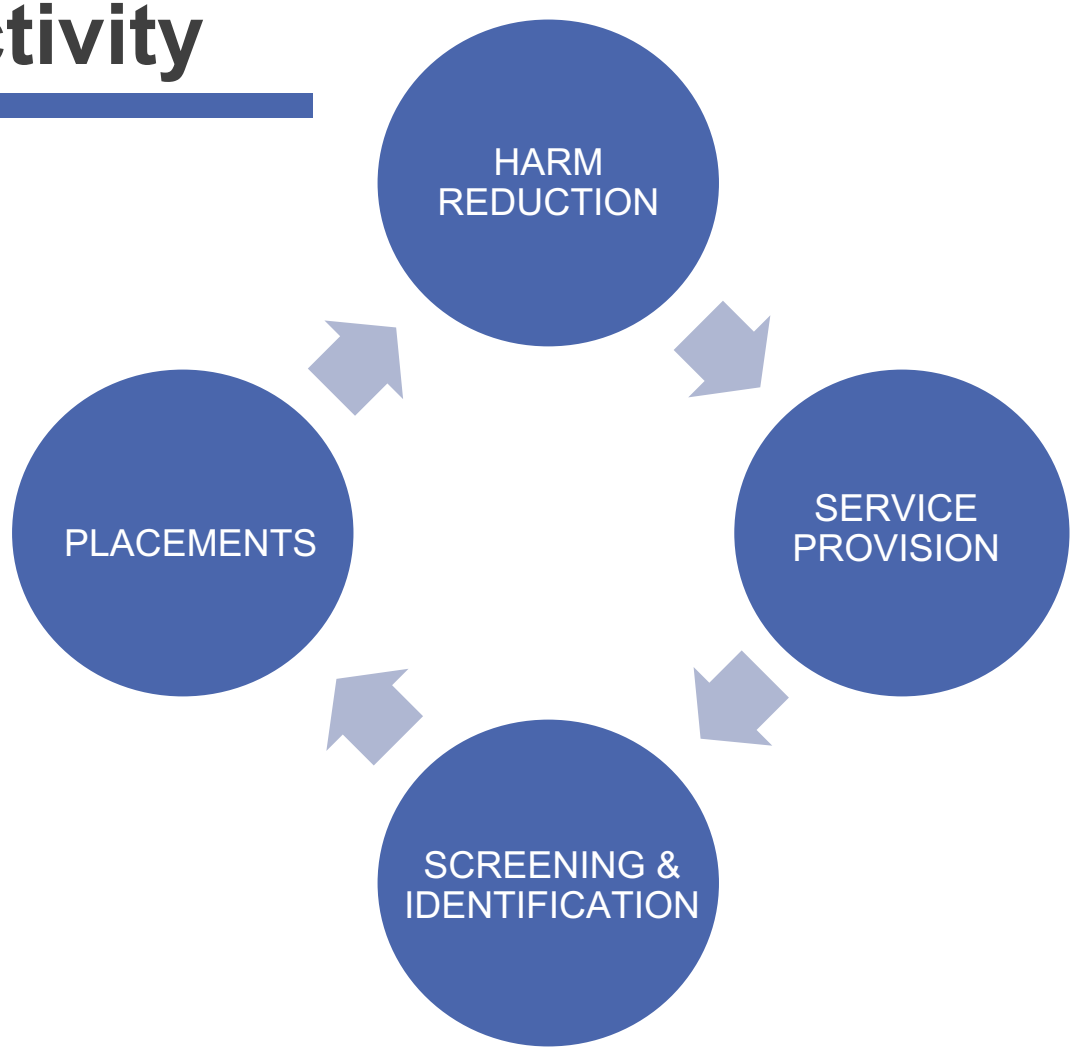
Collective Café Activity



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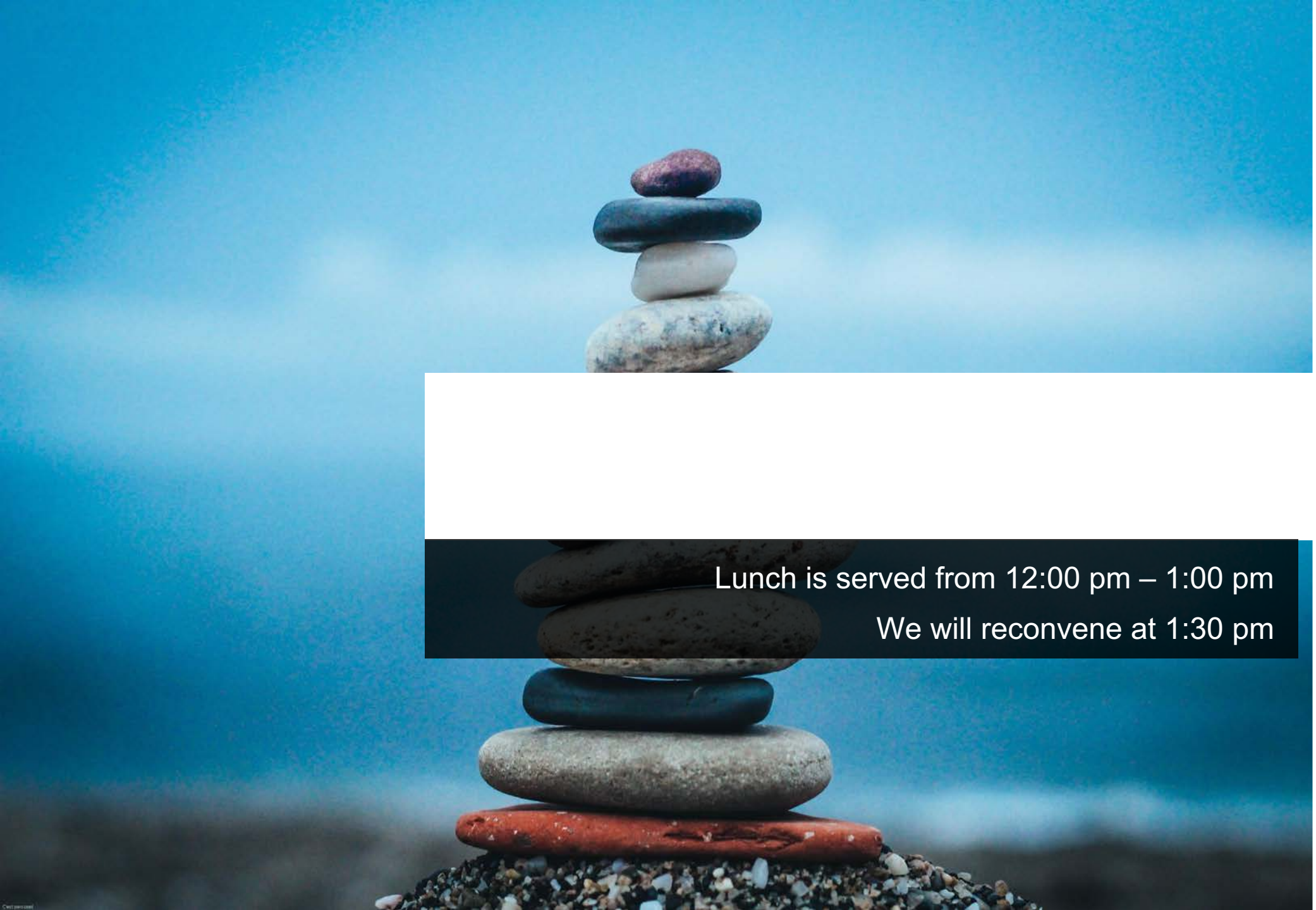

Lunch

Lunch is served from 12:00 pm – 1:00 pm

We will reconvene at 1:30 pm

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1:30 pm – 3:30 pm Afternoon Session

1:30 pm – 2:30 pm An Integrated Approach to Child Labor Trafficking

2:30 pm – 3:00 pm Closing Reflections

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An Integrated Approach to Child Labor Trafficking

1:30 PM – 2:30 PM

Melissa Gomez, PACT Project Director
Jamelia Hinds, PACT Consultant

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What will we be covering today?

The Basics	10-County Study	What's Next
Basic Overview of Child Labor Trafficking and a few examples of the stories behind them.	Exploring the Data & Recommendations from PACT'S 10-County Pilot Study	Responding to Child Labor Trafficking – What's your County's Next Step?

Google Search of Child Labor Trafficking…

d Labor Trafficking.jpg | National ...
antraffickinghotline.org

child sex trafficking ...
co4kids.org

Child Trafficking and Forced Labor ...
unicefusa.org

Child labour and human trafficking ...
ilo.org

Nobel Laureate Kailash Satyarthi Aims ...
npr.org

Child Labor in Vietnam
borgenproject.org

Child Labor, Forced Labor & Human ...
dol.gov

ıan trafficking and child labor in ...
ectionerynews.com

Human Trafficking- Child Labor
thinglink.com

Child Labor & Traffickin...
weightofsilence.wordpre...

confront child labor in your supply chain
ccc.bc.edu

Unions take aim at child labor, trafficking
peoplesworld.org

Child Labour - Learn About Human ...
learnabouthumantrafficking.weebly.com

Involuntary Servitude and Child Labor
borgenproject.org

Child Labour & Trafficking – Global March
globalmarch.org

enting Child Labor Trafficking ...
rg

documentary exposes global child labor ...
peoplesworld.org

Human Trafficking and Child Labor ...
fxb.harvard.edu

Child Labour in India: The Missing Data ...
gsdmagazine.org

Labor Trafficking | National Human ...
humantraffickinghotline.org

Vietnam: From child labour to ...
theaseanpost.com

forced child labour ...
youtube.com

It's Time to Question Our Assumptions

- Only Happens in Foreign Countries
- Only Impacts Immigrants
- Only Happens to Adults in the U.S.
- Children are Being Kidnapped in White Vans and Taken Across the Border to be Sold
- Less Traumatic Than Sex Trafficking
- Services Needed for Sex vs. Labor Trafficking are Extremely Different
- Prevalence Rates are Very Low
- Isn't Relevant to Child Welfare or Probation

Child Labor Trafficking in the US

Prior to 1938

1870 Census showed 1 in 8 children employed. 1911 Two Million working Children

1938

Fair Labor Standards Act Ends Child Labor in Many but not all sectors

2020

Suspends some educational requirements for work permits due to COVID-19

Lens of Historical Oppression

“Similar to sex trafficking, it is necessary to understand labor trafficking through an intersectional lens of historical oppression. It began in the United States during colonization with indentured servitude and continued throughout history with African Americans, Native Americans, Asian Americans, Latinos, and immigrants forced into labor to build the country we have today."

Nola Brantley Speaks

Recent Stories in the News

"Labor trafficking investigation underway after 11-year-old found at suspected marijuana grow house in Yucca Valley."

"Charges allege Geddert used force, fraud and coercion against young athletes and put them through multiple acts of verbal, emotional, physical and sexual abuse. Athletes who worked with him were subjected to excessive physical training and were forced to perform while injured." USA Today, Feb. 25th, 2021

Spectrum of Child Labor

Legal Child Labor

- As defined by Federal and State Employment Law
- Typically begins 14-16 yrs. of age
- Some exceptions Entertainment Industry, Agriculture
- Varies by state and industry

Child Labor

- Minors under the legal working age are engaging in illegal work and/or work that is harmful to their health, development, or education

Labor Exploitation

- Working legally but denied basic legal rights such as fair compensation, breaks, overtime pay, etc. However, youth may have freedom to move or leave employment.

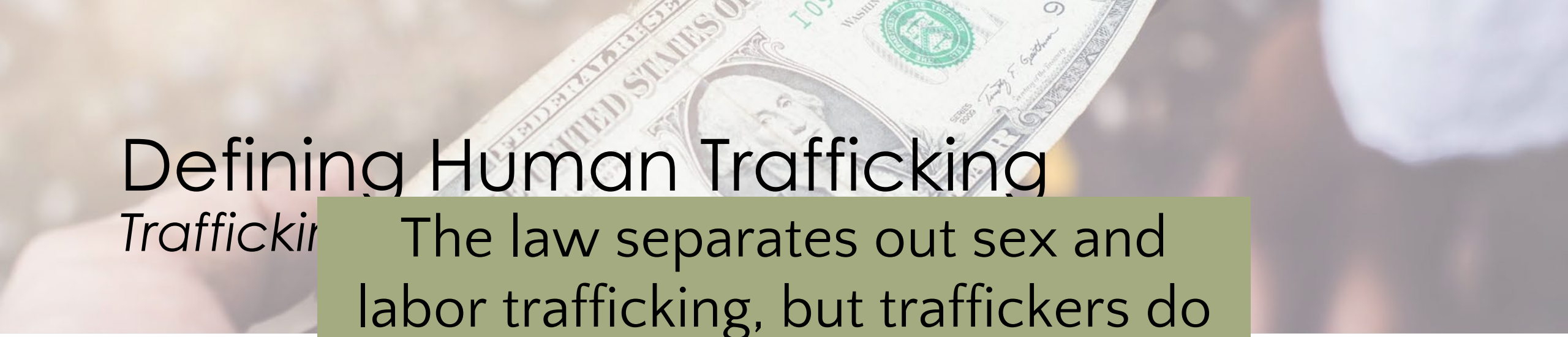
Labor Trafficking

- Often has components of Child Labor and Child Labor Exploitation
- Force, Fraud or Coercion must be present

Child Trafficking Baseline

Child trafficking at its core is about exploitation for **commercial purposes**. The dynamics of why and how children are recruited into sex or labor trafficking is therefore strikingly similar as are the trauma bonds to the traffickers that many children experience.

"Children do not choose if they are sex or labor trafficked or both."



Defining Human Trafficking

Traffickin

The law separates out sex and labor trafficking, but traffickers do not.

LABOR TRAFFICKING

Recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery

SEX TRAFFICKING

Commercial sex acts induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age

Relevant Hotline Data

NATIONAL HUMAN TRAFFICKING HOTLINE

1-888-373-7888

17,271 Minor Victims and Survivors Identified *2007 -2019

From 2016-2017 13-17% of cases in CA involved Labor or both.

*Labor trafficking may be significantly under-reported.

80.3% Sex Trafficking

9.8% Labor Trafficking

4.7% Unspecified

5.3% Both

In the Covenant House Study

91%

reported lucrative work offers that turned out to be scams, fraud,

or sex trafficking.

NATIONAL HUMAN TRAFFICKING HOTLINE

1-888-373-7888

Relationship to the Trafficker

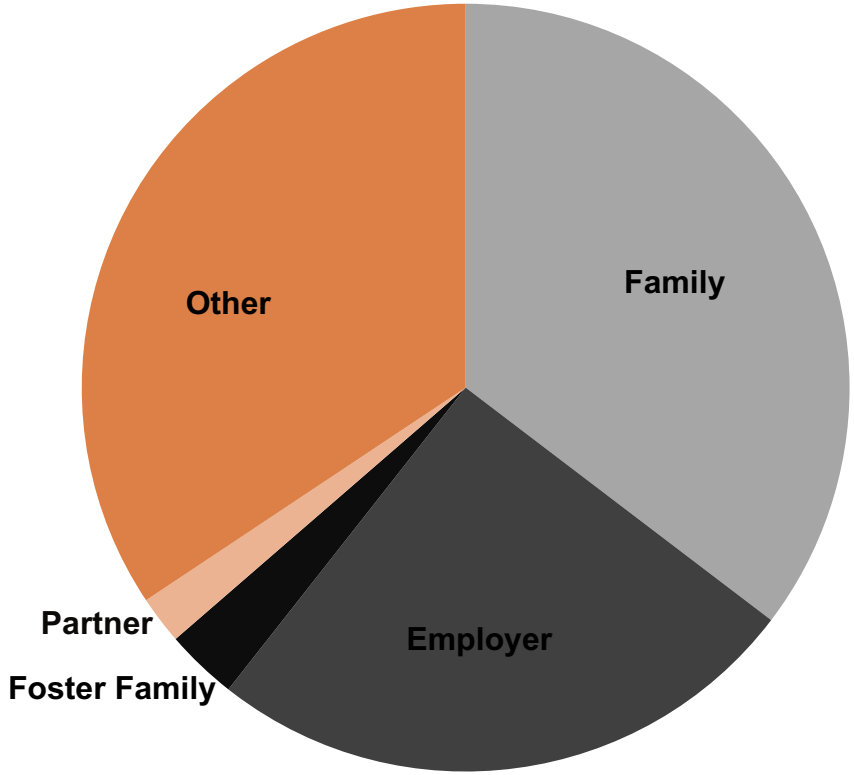
35 % Family

25 % Employer

3 % Foster Family

2 % Partner

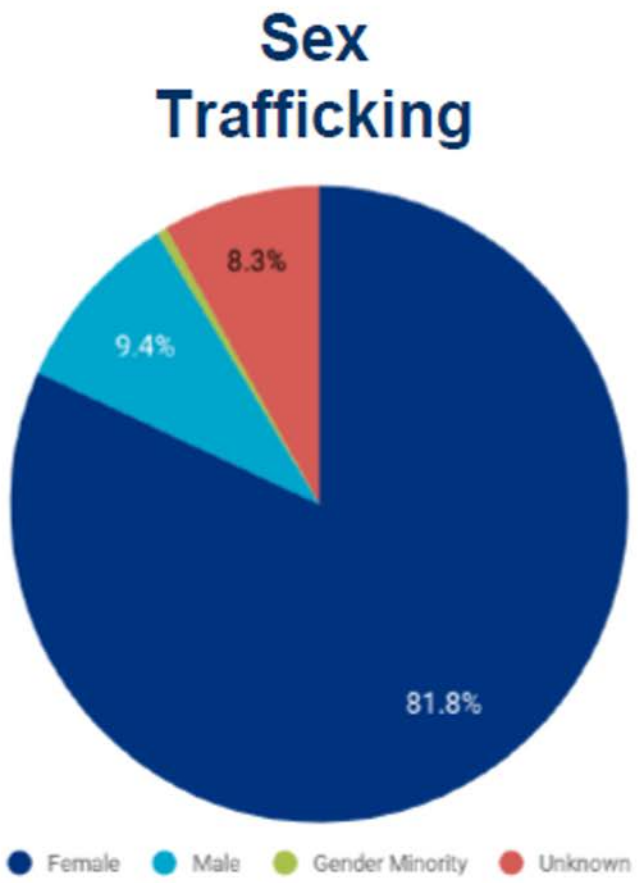
34 % Other: Landlord, Smuggler, Dealer/Substance Provider

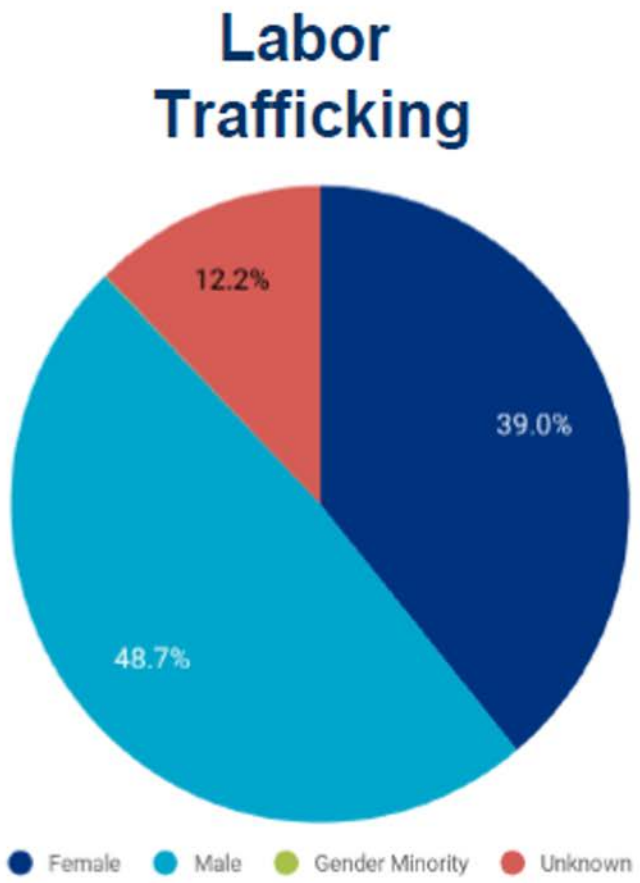


NATIONAL HUMAN TRAFFICKING HOTLINE

1-888-373-7888

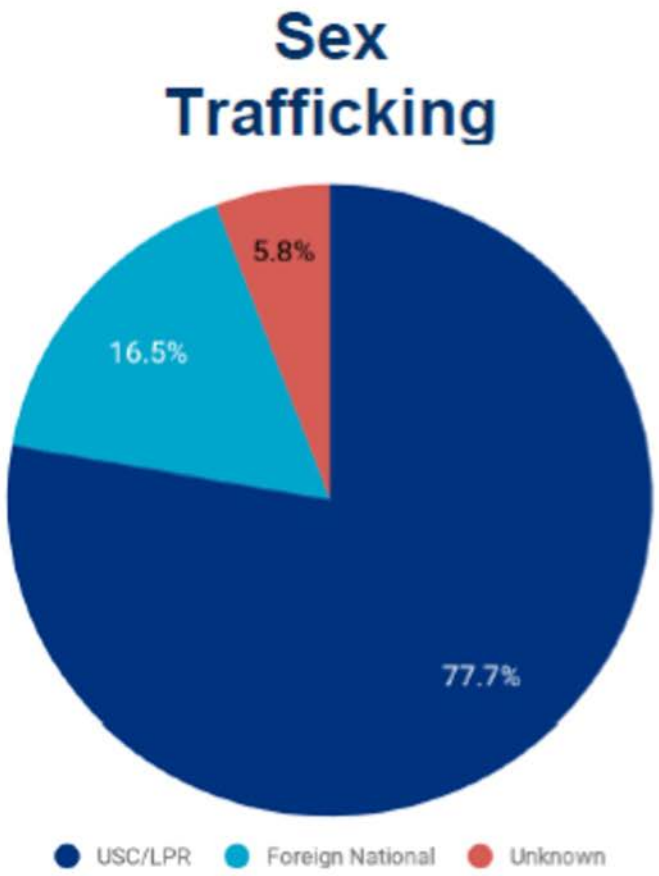
Gender

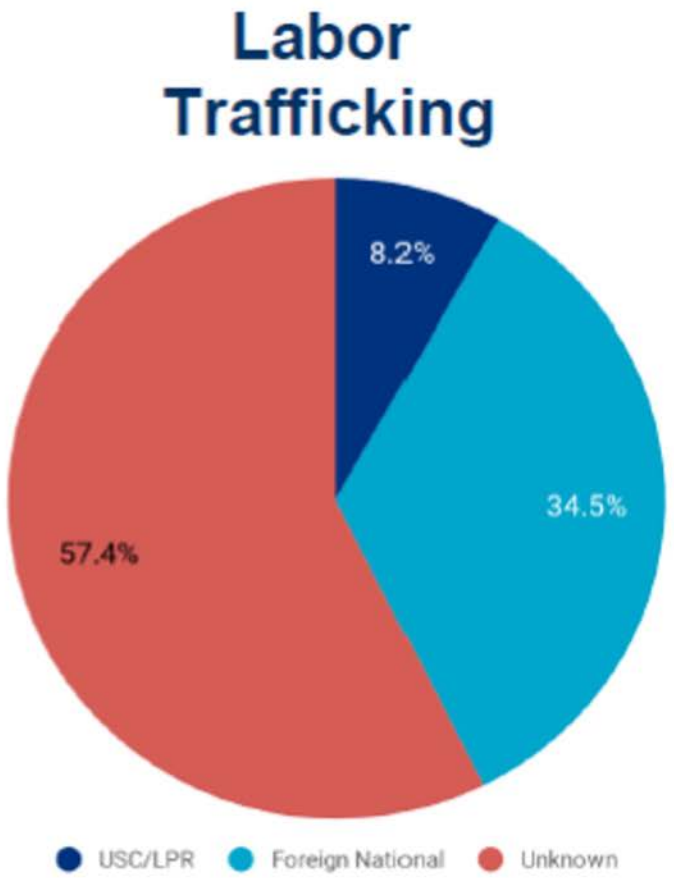




"A similar 2013 – 2017 data set of 6000 allegations from the Dept. of Children and Families in Florida found child victims of labor trafficking were 9 x more likely to be male than with sex trafficking."

Immigration Status





*A higher number of foreign national labor trafficking indicates the vulnerabilities of our immigrant youth but also may reflect a lack of understanding regarding what labor trafficking looks like among U.S. Citizen Youth

High unknowns may demonstrate fear to disclose status.

NATIONAL HUMAN TRAFFICKING HOTLINE

1-888-373-7888

Labor Trafficking and Racial Justice

61%
of human trafficking survivors surveyed said that racism made them more vulnerable to trafficking

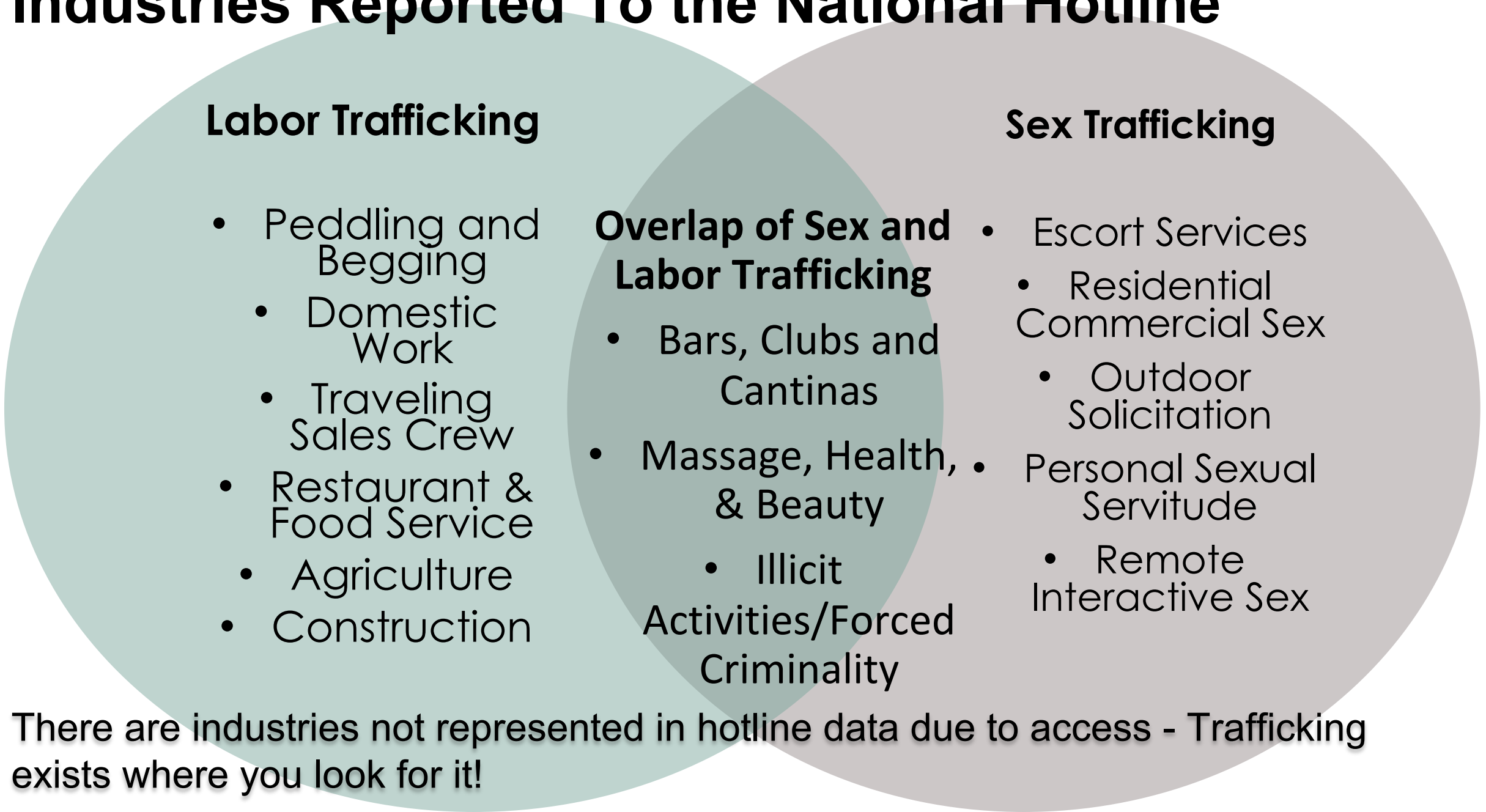
55.7%
of all labor trafficking survivors are Hispanic according to the U.S. Dept. of Health and Human Services

40.0%
of all sex trafficking survivors are Black according to the U.S. Dept. of Health and Human Services

14.8%
of all labor trafficking survivors are Asian or Asian American according to the U.S. Dept. of Health and Human Services

Worldwide,
Indigenous people are at a higher risk of human trafficking — including both sex trafficking and labor trafficking — than other diverse populations

Industries Reported To the National Hotline



There are industries not represented in hotline data due to access - Trafficking exists where you look for it!

Key Red Flags and Risk Factors
*Comprehensive Checklist Available

- Someone Controls Money Communication, Documents, OR Movement
- Unclear Caregiver Relationship
- Increasing Debt
- Missing School
- Fearful
- Scripted Communication
- Signs of Abuse: Physical, Sexual, Emotional, Spiritual
- Physical Impacts: Malnourished/Fatigue
- Working in Same Place Lives
- Restricted living space (tinted windows, security cameras, bars)
- Unexplained travel or non-consent travel
- Lack of basic needs
- Friends, family or other acquaintances receive threats

Examples of Child Labor Trafficking in Our Counties

- Mason answers an ad for "easy money" and travels in a van across the U.S. selling magazines door to door for an exploitative boss. He is afraid the crew will abandon him if he does not work to pay off a debt that keeps getting bigger.

- A single mother is trafficked into agricultural work, her 7 year old child is being held as collateral until she "pays her debt."
- Fatima enters the U.S. on a student visa and becomes the family housekeeper; she sleeps in the laundry room and is isolated from her family and friends. Her employer holds her passport for "safe-keeping."

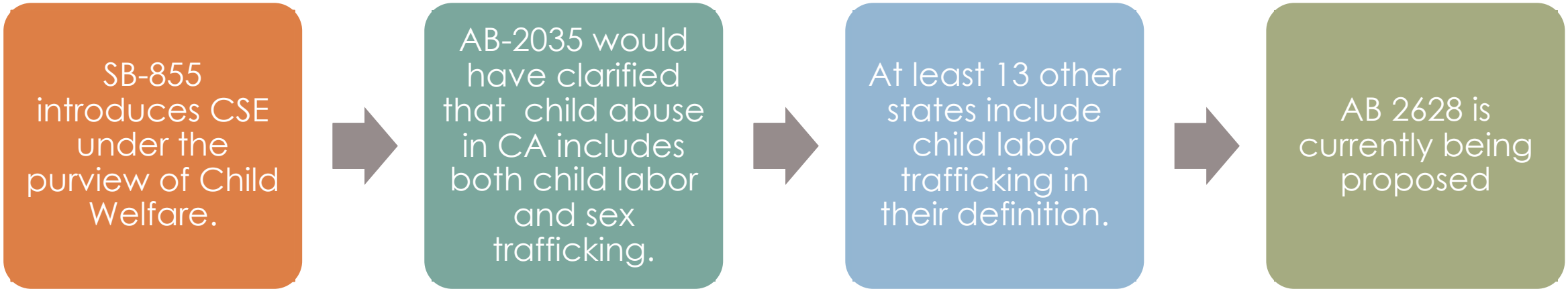
- Angel's trafficker forces her to sell drugs on the side when she does not make her quota for sex.

- Sam is kicked out after coming out as transgender. They meet a homeless couple who befriends them and offers them a place to stay at a tent encampment. Soon they are asked to sell drugs to "help-out" and are skipping school to meet the couple's demands.

- Jami is held in a coffin-like box for hours on end at a marijuana-growing "farm" where she works trimming plants and had to give her boss a blow job to get paid.
- Lin is forced to sell prescription drugs by her mother who takes all the profit. Sometimes she runs away; couch surfs or stays at a local youth shelter.

- Camilla carries drugs over the Tijuana border for her boyfriend; upon entering the U.S. she is also sold for sex.
- Raymond and Cynthia's parents send them into home depot steal items to return for a profit.

Legislative Context: Labor Trafficking and Child Welfare



Why is Child Labor Trafficking Relevant to Child Welfare & Juvenile Justice Systems

The child welfare system is broadly charged with protecting children and youth from abuse and neglect.

- Child labor trafficking frequently intersects with commercial sexual exploitation;
- Children with experience in foster care or the juvenile justice system are at a particularly high risk for labor trafficking or exploitation; and
- Child labor trafficking may involve the failure or inability of the parent or guardian to adequately supervise or protect the child [WIC 300(b)(1)]. This includes, but is not limited to, children who were labor trafficked by a parent or guardian.
- *Concerns around child labor or child labor exploitation do not need to rise to the level of child labor trafficking to be harmful to children*

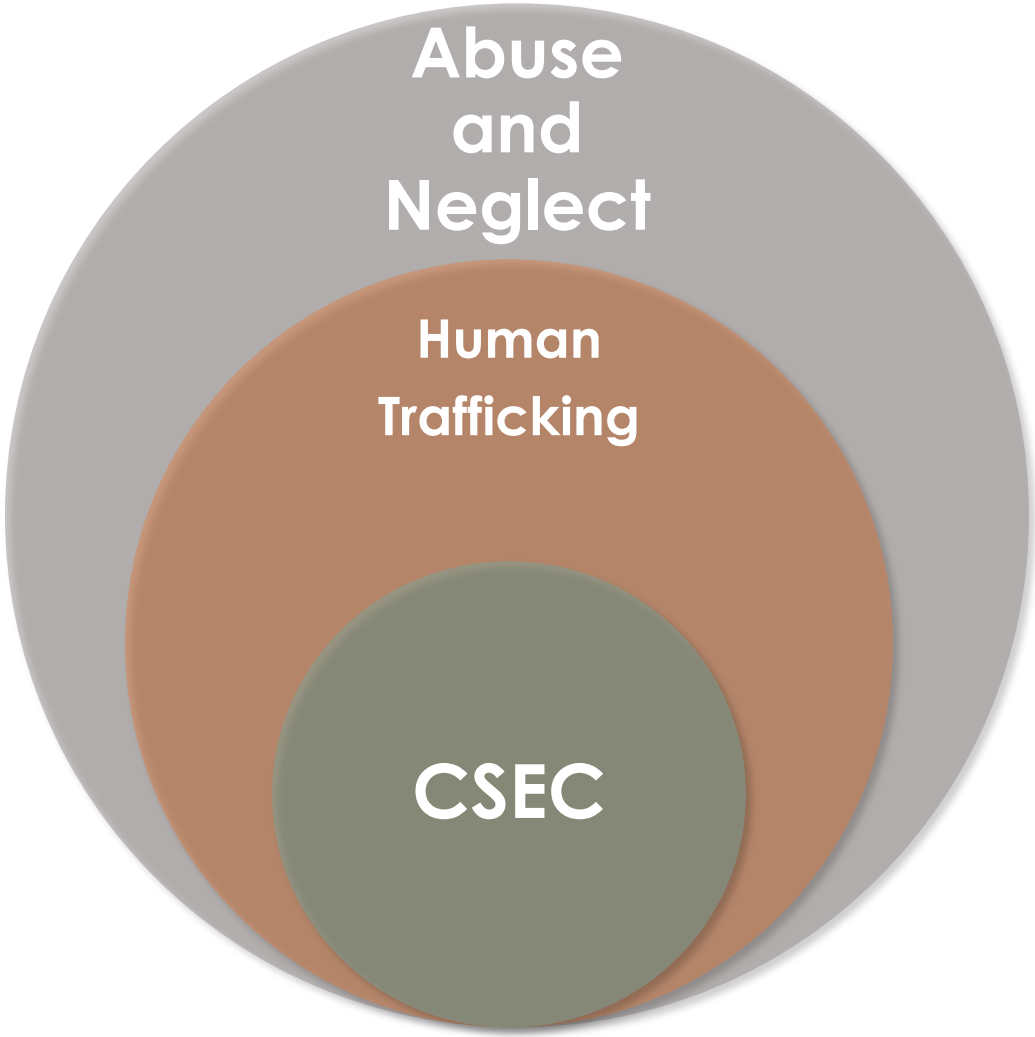
Understanding Dynamics of CSEC, Trafficking & Abuse for Child Welfare

Abuse

- Assault
- Kidnapping
- DV
- Rape
- Labor Trafficking/CSEC

Neglect

- Labor Trafficking/CSEC



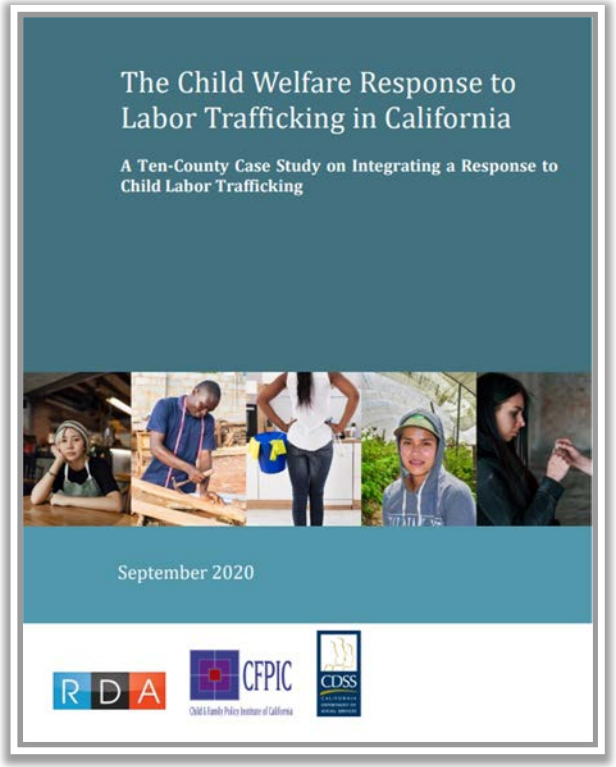
The PACT Model

1. Broaden collaborative structure at the state level and develop infrastructure in the pilot counties;

2. Develop, pilot, and modify the PACT model to address the commercial sexual exploitation of children in California's child welfare system;

3. Expand collaborative structure to address child labor trafficking;

4. Disseminate lessons learned and tools to other counties and states, and reach sustainability.



Evaluating successes, challenges and barriers…

By conducting a thematic analysis to identify commonalities and differences across sources, RDA consulted with CFPIC to validate emerging findings.

Data Sources Included:

Labor Trafficking Readiness Survey

County Steering Team Stakeholder Survey

Literature Review

Listening Sessions with CW Agencies & CBO's

Focus Groups with Survivors

Key Interviews with CW Coordinators, Survivor Leaders, Other Experts

Assessing County Readiness…

- Interagency Steering Team
- Inclusive Language
- Designated Point Person
- Stakeholder Buy-In
- LE Involvement
- Survivor Leadership
- Inter-agency Protocol
- Internal Protocol
- MDT's Available, MTD's Utilized
- Screening, Assessment
- Staff Training
- Data Collection
- Integrated Human Trafficking Approach
- Taskforces, Coalitions, Workgroups Exist
- Specialized Service Provision Available

Response Summary		
County	Score	% total score
County 1	58	68%
County 2	58	68%
County 3	53	62%
County 4	53	62%
County 5	43	51%
County 6	40	47%
County 7	40	47%
County 8	31	36%
County 9	24	28%

Listening Sessions Comments

- We just aren't seeing the numbers - I guess it's not happening in our county
- Aren't looking in the right places OR Aren't asking the right questions?
- If we did – what would we find?
- Our CSE response is still developing – How do we fit something else on our plate?
- What specific interventions are needed?
- What about the cultural element around work norms?
- What agencies do we refer to?
- We've been mislabeling cases, without even realizing it.

Where do we start?

Key Takeaways

In absence of legislative mandates it take time to build buy in and capacity.

Early implementation has focused on raising awareness, training staff, and strengthening partnerships.

Building a structure around [integrating] labor trafficking parallels the growth of the CSEC Program.

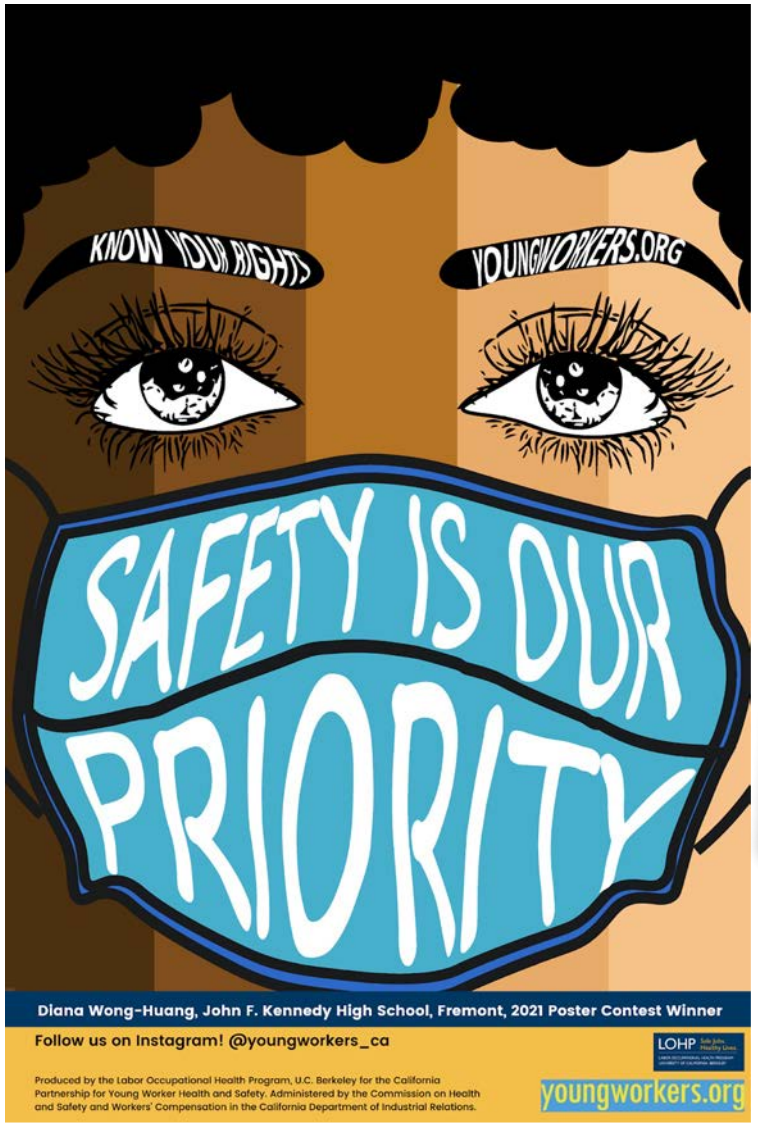
Readiness to address child labor trafficking varies based on counties' existing foundation for response to child sex trafficking.

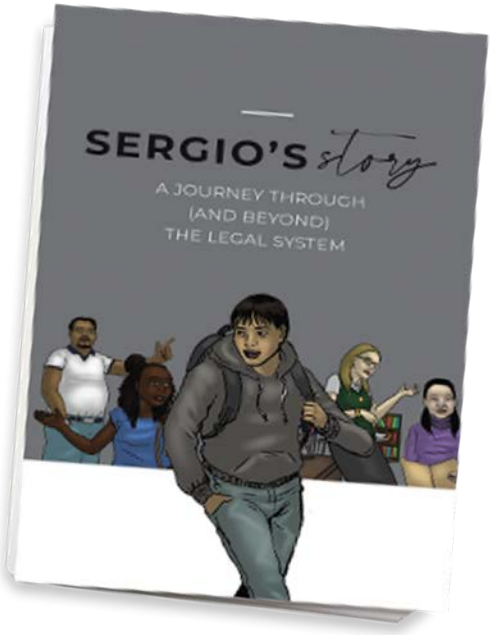
Survivor, CBO involvement and collaboration are critical.

*** RDA assessed key areas guided by CSEC program implementation.**

Lessons Learned Prevention & Awareness

- Identify champions to generate buy-in for labor trafficking prevention.
- Survivors of labor trafficking are crucial players for building awareness with partners, especially in areas where the labor trafficking response is new.





Lessons Learned: Staff Training

- Training on working with victims of all types of child trafficking has ripple effects on services for youth who experience labor trafficking.
- CBO's with history of serving labor trafficked youth are key partners to build capacity and train staff.

Lessons Learned Screening & Identification, Data Collection

- Screening for labor trafficking can be integrated with CSEC screening tools.
- There are opportunities to partner with interagency task forces and CBOs to identify effective screening tools.
- Child labor trafficking data is especially limited in California's child welfare case management system.

EXAMPLE QUESTIONS FROM THE HUMAN TRAFFICKING INTERVIEW AND ASSESSMENT MEASURE (HTIAM-14)

FORCE

Have you ever worked in a place that made you feel scared or unsafe?

FRAUD

Have you ever been tricked or forced into doing any kind of work that you did not want to do?

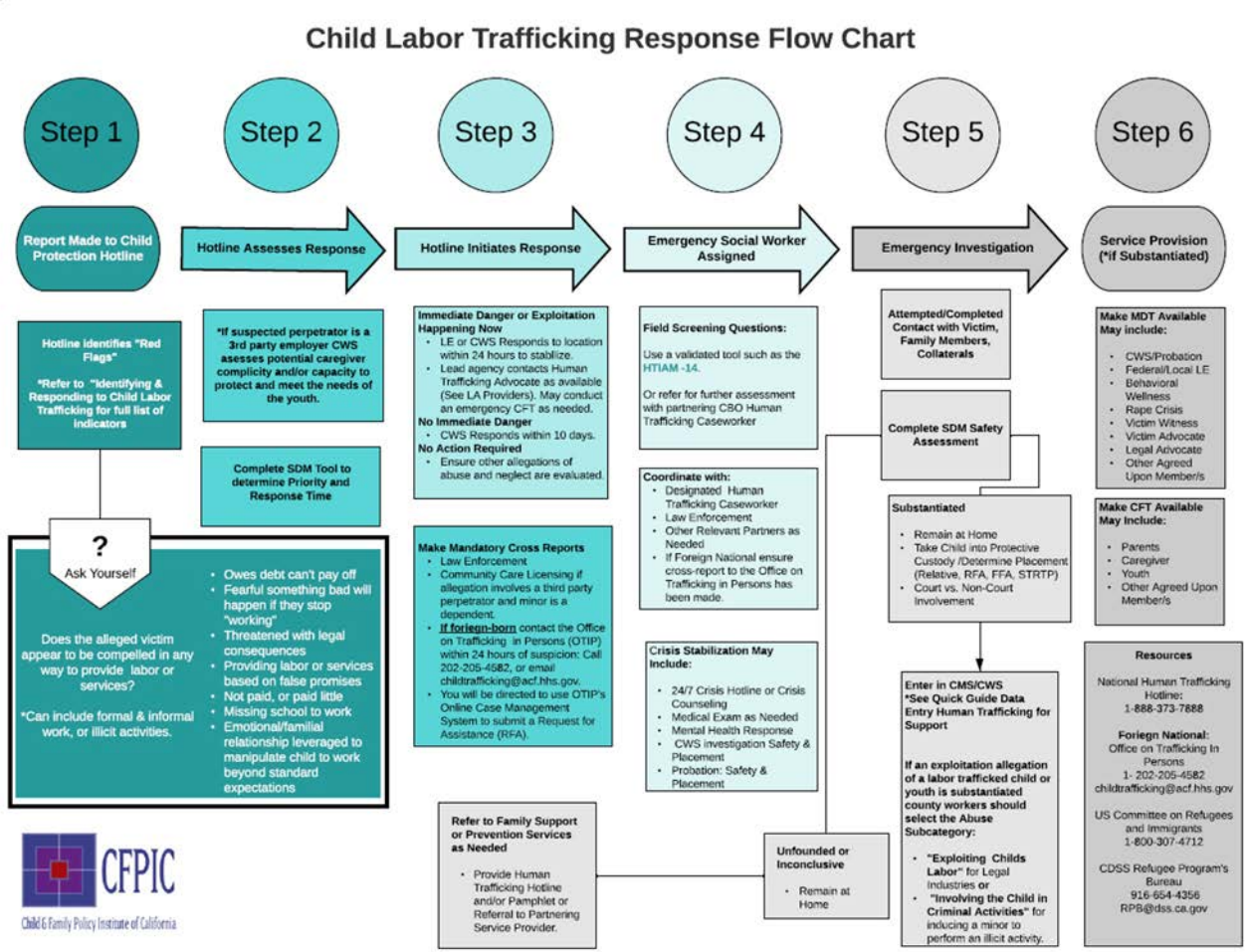
COERCION

Have you ever worked for someone who did not let you contact your friends or family, or the outside world, even when you were not working?

Visit PACT's Website to learn more about the various tools that can assist in identification www.cfpic.org/projects/pact/screening-tools.

Lessons Learned: Policies & Protocols

- Existing systems and policies provide a strong foundation for building an effective response.
- Survivor input on the development of processes to serve youth who have experienced labor or commercial sexual exploitation is critical.



Lessons Learned: Interagency Collaboration

- Education on labor trafficking can be incorporated into existing frameworks (for instance, steering committees or task forces) to enlist buy-in from current partners.
- A collective, interagency response to child labor trafficking implementation calls for relationships with additional agencies and providers.

Lessons Learned: Service Delivery

- Survivors of both sex and labor trafficking identified elements important to their service experience regardless of type of exploitation they experienced: Connection, consistency, continuity, comprehensive and trauma informed.
- LT Focus groups did note specific emphasis on the needs of individual whether culture, age, gender identify or sexual orientation.
- Organizations serving victims of labor trafficking often reflect crisis orientation with insufficient support for ongoing recovery/healing.
- Awareness and training on labor trafficking is crucial to connect youth to services that do not re-traumatize.

Fresno Economic Opportunities Commission
Sanctuary and Support Services
CENTRAL VALLEY AGAINST HUMAN TRAFFICKING

INTERNATIONAL RESCUE COMMITTEE

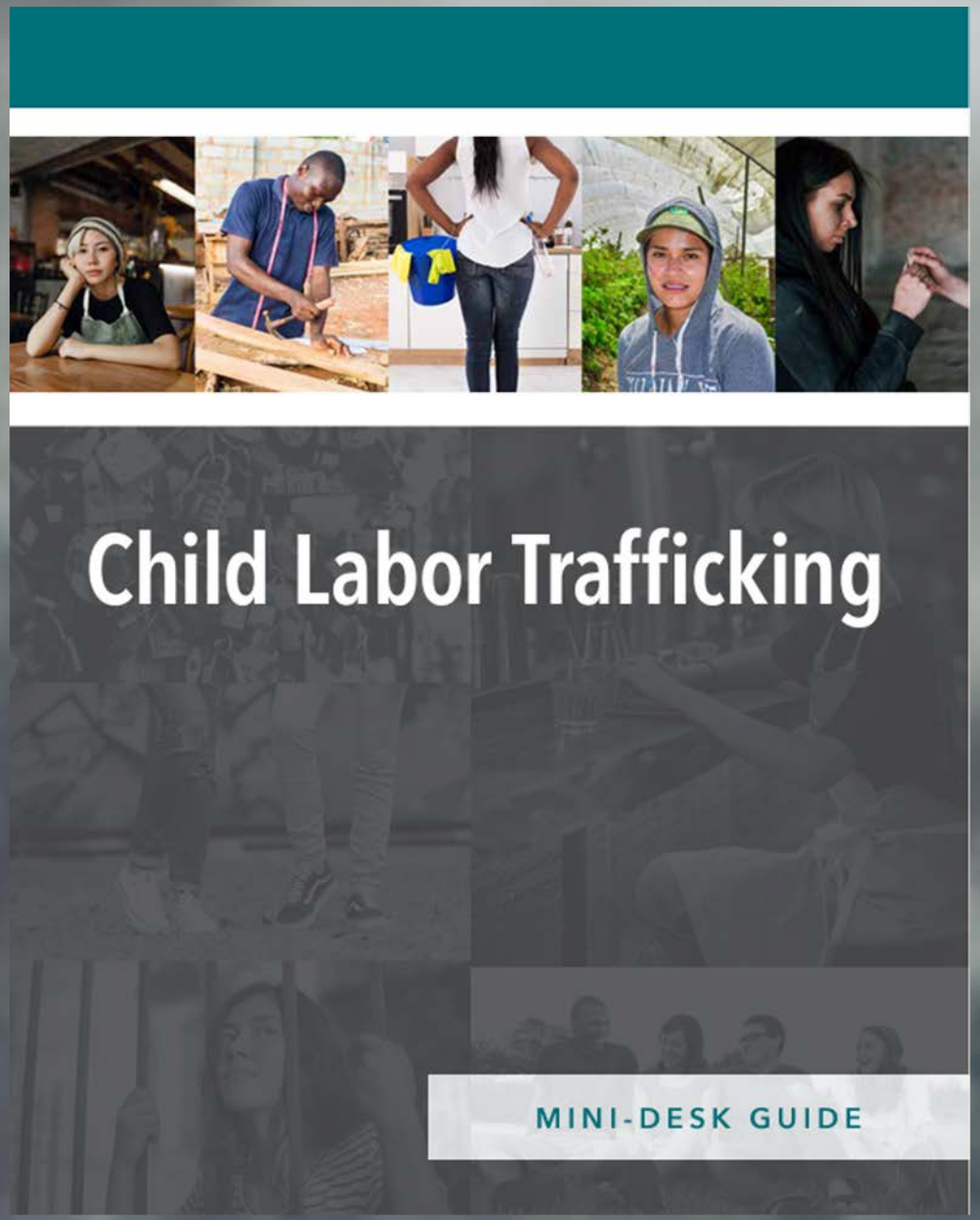
Cast
COALITION TO ABOLISH SLAVERY & TRAFFICKING

SAN DIEGO YOUTH SERVICES

north county Lifeline

Overall Recommendations

- Public awareness campaigns and outreach should be inclusive.
- County trainings include information on child labor trafficking and it's intersection with CSE.
- County trainings include specialized information on working with immigrant youth.
- Adapt current screening tools, assessments.
- Improve data collection to understand prevalence.
- Utilize the existing SB 855 County Opt-In CSEC Program Model to serve youth that currently fall under the purview of child welfare.
- Expand County CSEC Steering Committees to provide leadership and expertise on the intersection of child sex and labor trafficking.
- Update policies and procedures.
- Make available and utilize a Multi-Disciplinary approach for all trafficked youth.
- Collaborate with local, statewide, federal, and tribal partners to ensure comprehensive, trauma-informed, culturally and linguistically appropriate service delivery.
- Engage with survivors from diverse backgrounds and perspectives to inform county-level work.



www.cfpic.org/projects/pact/childlabortrafficking

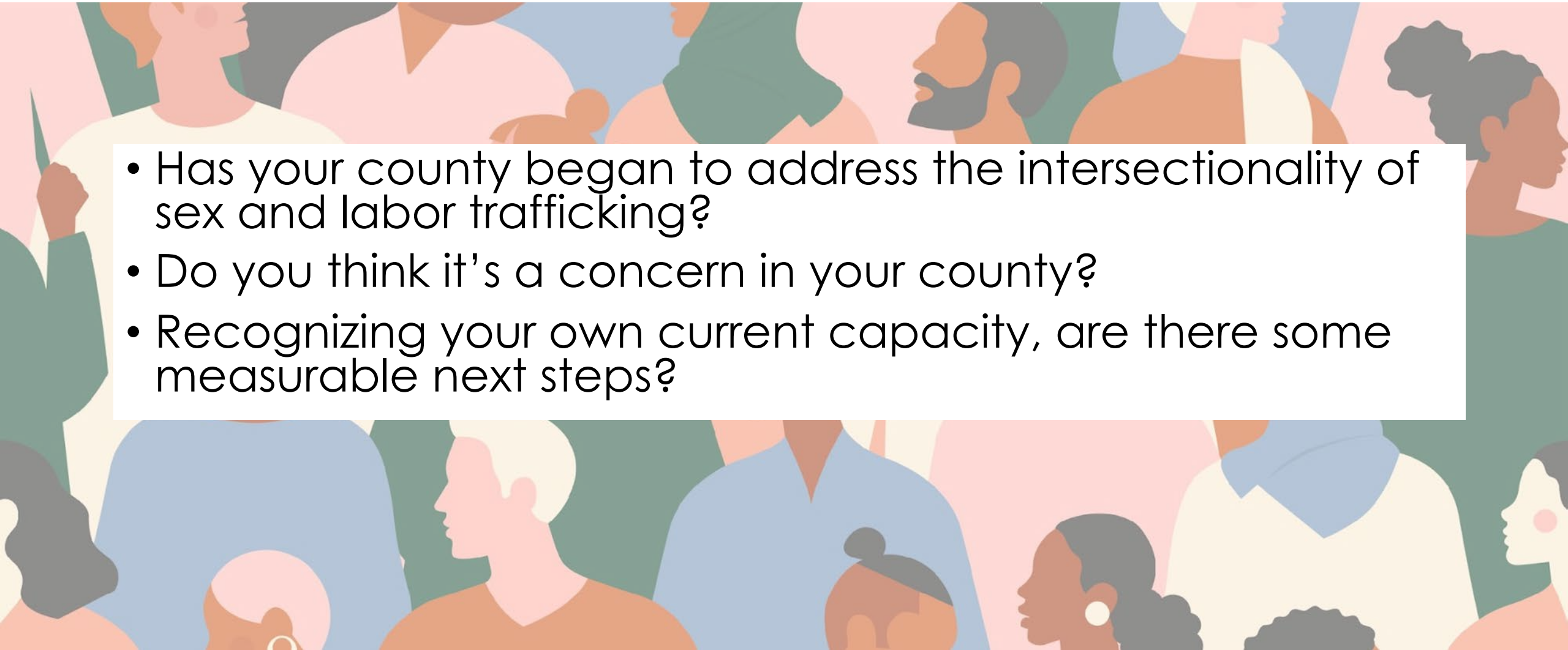
"I think that it is helpful to recognize it's not a new population—it's the kids we already interact with."

"I think we are still in the information sharing phase, really trying to get an understanding of how big and pervasive this issue is for our clientele."

"There could be forms of labor exploitation, trafficking, and control we are mislabeling."

"…although there were multiple agencies involved, the intentional and deliberate response regarding labor trafficking was missing."

Next Steps: Chat at your tables



- Has your county began to address the intersectionality of sex and labor trafficking?
- Do you think it's a concern in your county?
- Recognizing your own current capacity, are there some measurable next steps?

Resource Links

Sergio's Story, Graphic Novel, Resource from Office for Victims of Crime.

- National Human Trafficking Hotline
- Child Labor Laws – CA
- PACT Child Labor Trafficking Online Toolkit
- PACT Child Labor Trafficking Desk Guide
- Sergio's Story, Graphic Novel, OVC
- Human Trafficking Interview Assessment - HTIAM 14, Covenant House
- YoungWorkers.org
- Crystals Story - Framework Domestic Servitude
- Jason's Story - Framework, Traveling Sales Crews
- Vulnerabilities of Agricultural Work - Framework

Child Labor Trafficking Screening Tools

- **Covenant House NJ**

Human Trafficking Assessment Protocol

- **Urban Institute**

Human Trafficking Screening Tool

- **WestCoast Children's Clinic**

CSE –IT Screening Tool

Human Trafficking Screening Tool Questions

#	Did someone you work for...	Hypothesized domain
1	Physically force you to do something you didn't feel comfortable doing	Force
2	Lock you up, restrain you, or prevent you from leaving	Force
3	Physically harm you in any way (beat, slap, hit, kick, punch, burn)	Force
4	Trick you into doing different work than was promised	Fraud
5	Make you sign a document without understanding what it stated, like a work contract	Fraud
6	Refuse to pay you or pay less than they promised	Fraud
7	Restrict or control where you went or who you talked to	Coercion
8	Deprive you of sleep, food, water, or medical care	Coercion
9	Not let you contact family or friends, even when you weren't working	Coercion
10	Keep all or most of your money or pay	Coercion
11	Keep your ID documents (e.g., ID card, license, passport, social security card, birth certificate) from you	Coercion
12	Threaten to get you deported	Coercion
13	Threaten to harm you or your family or pet	Coercion
14	Physically harm or threaten a coworker or friend	Coercion
15	Force you to do something sexually that you didn't feel comfortable doing	Commercial sex exploitation
16	Put your photo on the Internet to find clients to trade sex with	Commercial sex exploitation
17	Force you to engage in sexual acts with family, friends, or business associates for money or favors	Commercial sex exploitation
18	Encourage or pressure you to do sexual acts or have sex, including taking sexual photos or videos	Commercial sex exploitation
19	Force you to trade sex for money, shelter, food, or anything else through online websites, escort services, street prostitution, informal arrangements, brothels, fake massage businesses, or strip clubs	Commercial sex exploitation

Closing Remarks

2:30 PM – 3:00 PM

Stuart Oppenheim, Executive Director, Child and Family Policy Institute of California

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Share your feedback

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Thank You! ♥

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