

Labor Trafficking Toolkit:

A Collaborative Effort to Identify Labor Trafficking

Developed by World Relief Triad and the Triad Labor Trafficking Task Force through funds provided by the North Carolina Human Trafficking Commission.

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The Triad Labor Trafficking Task Force

The Triad Labor Trafficking Task Force (LTTF) is a multidisciplinary collaborative of healthcare and legal professionals, service providers, law enforcement agents, homeless and shelter service providers, and other professionals with the focus of increasing the identification of labor trafficking. The LTTF pursues this goal through education, outreach, partnerships, and assessments. The LTTF is coordinated by World Relief Triad¹. Funding for the task force during 2019 was provided by the North Carolina Human Trafficking Commission (HTC) through the state's Judicial Branch. You can learn more about the HTC online².

Case Scenarios and Choosing a Focus for 2019

When the LTTF began in April 2019, stakeholders came together to determine what labor trafficking looks like in the Triad community. A collective decision was made to focus on the intersection of labor trafficking and individuals experiencing homelessness due to evidence that it is a local issue. Task force members who work at a local homeless shelter recounted examples of how their clients have been recruited for employment situations that had red flags for human trafficking. Some of those situations are listed below.

- Clients are recruited at the center to work sales jobs or for day work. In one instance, a client was recruited to sell magazines. She would only be paid, however, if she met a sales quota. The “supervisor” was not dressed professionally and the three “workers” who came to the center to talk about the job were scantily clad. Housing and food would be provided by the “supervisor.” All the “employees” would stay in the same hotel together. The job would also be out-of-state. The case worker warned the client not to accept the job and reported the situation to law enforcement.
- Clients are annually recruited to work at a regional fair. For example, some clients were promised to work 10-hour days but were required to work many more hours per day than agreed upon. The individuals were also required to stay in trailers all together in cramped quarters.



Members of the Triad Labor Trafficking Task Force. Photo Credit: Forsyth County Sheriff's Office

¹ <https://worldrelieftriad.org/human-trafficking>

² <https://www.nccourts.gov/commissions/human-trafficking-commission>

- A client was recruited by a friend to work at a construction company in a different area. The friend, who was the boss, became the individual's sole source of support. After a couple of years, the individual became homeless (due to the boss) but was still working the same number of hours at that company. The individual was isolated, refused to miss work, and did not have a support system.

Additional Red Flags

Homeless and shelter service providers on the LTTF noted additional red flags regarding the work experiences of their clients. One provider stated that evasiveness is a huge red flag: "If the company cannot produce pay stubs or, especially for under-the-table jobs, [I] cannot connect with the supervisor," that is concerning. Another red flag is "when the individual is working 40 hours or more a week but they are not bringing in a minimum wage income."

Launching a Labor Trafficking Task Force

The LTTF is a unique task force because it specifically focuses on identifying and addressing labor trafficking. Your community is invited to establish a labor trafficking task force. Below is an overview of the 2019 operations of the LTTF that will hopefully benefit the launch of your labor trafficking task force. The Human Trafficking Task Force e-Guide, which was developed in partnership by the U.S. Department of Justice's Office of Victims of Crime (OVC) and the Bureau of Justice Assistance (BIA), is also an excellent resource.

Building a Task Force

A multidisciplinary task force involves stakeholders from numerous sectors. The LTTF members represent a myriad of disciplines from throughout the geographic area of focus. Care was taken to include "representatives from regulatory agencies, social service agencies, victim service providers, community-based organizations, and criminal justice system-based victim assistance components."³ Below is a list of agencies that were involved in the LTTF during 2019.

Law Enforcement

- The Forsyth County Sheriff's Office
- Guilford County Sheriff's Office
- The High Point Police Department
- Homeland Security Investigations
- The Kernersville Police Department

Other Law Enforcement

- City of Lexington Fire Department
- Forsyth County District Attorney's Office

³ <https://www.ovcttac.gov/taskforceguide/eguide/3-operating-a-task-force/31-task-force-membership-and-management/members/>

Victim Service Providers

- The Bethesda Center for the Homeless
- Family Services of Davidson County
- Family Services of the Piedmont
- The Interactive Resource Center
- Legal Aid of North Carolina
- World Relief Triad⁴
- United Way of Forsyth County

Social Service Agencies

- Forsyth County Department of Social Services (DSS)

Allied Professionals

- Cone Health
- Wake Forest Baptist Health

Community Based Organizations

- The Center for New North Carolinians at UNC Greensboro
- Faith Action International

Template: Invitation to Join Task Force

Subject: Invitation to Join the Triad Labor Trafficking Task Force

Dear (name of agency or individual),

I hope that this email finds you well. The [North Carolina Human Trafficking Commission](#) has charged [World Relief Triad](#) with launching a labor trafficking task force to highlight identification strategies and understand how our local community is impacted. To help us achieve this goal, I am reaching out to service providers, government and law enforcement representatives, and members of the business community throughout the Triad to build a collaborative, effective task force. Task force members will develop a toolkit for the improved identification of labor trafficking victimization in the Triad. To kickoff this short-term project, we will meet twice in April and then monthly for the remainder of 2019.

Have you ever wondered how to address labor trafficking in your discipline or community? **World Relief Triad invites you to be part of the core team of the Triad Labor Trafficking Task Force!** The first meeting will be on **Wednesday, April 10th from 9 – 11 a.m.** The location is TBD.

⁴ LTTF coordinating agency

Please contact me if you have questions about or interest in participating. Let me know your thoughts and if you have any questions.

Thank you for your service!

Best Regards,
(Your name/signature)

Training Suggestions

Each meeting should include some element of training about labor and human trafficking. Because of the diversity of stakeholders, new members join with varying levels of knowledge of and experiences with the issue. Education and training also provide the basis for discussing local trends, sharing ideas, and planning for outreach initiatives. It was by educating LTTF members that we determined overlaps in our community and noticed knowledge gaps in certain key professions. Out of member education sprung our assessment measure (see section “Snapshot Survey”), the fair outreach initiative, and three labor trafficking resources (see section “Developed Resources”). In 2019, task force members were educated about the following topics:

- [An Introduction to Labor Trafficking](#)
- Confidentiality
- Labor trafficking: Fraud and Coercion as Means
- [Intersection](#) between Human Trafficking and [Homelessness](#)
- Worker’s Protections in North Carolina: Wages, Breaks, and Other Rights
- [Task Force Models](#)
- Labor Trafficking: [Illicit Activities](#) and [Traveling Sales Crews](#)
- Employees vs. Independent Contractors: Facts Employees Need to Know⁵
- [Continued Presence, The T-Visa](#), and Other (Potential) Immigration Remedies
- [Labor Trafficking: Construction and Bars, Strip Clubs, and Cantinas](#)
- [Media Standards](#)⁶
- Outreach Training
- “Effective Strategies to Investigate and Prosecute Labor Trafficking in the United States.”

Agendas and Planning

Planning for both short-term and long-term goals should regularly occur at task force meetings. Outcomes can be set for each meeting and outlined on the agenda. A snapshot of minutes from our first meeting is below. The “Closing” portion lists agenda items that were requested for future meetings and the “Action Items (Summary)” section details delegated tasks.

⁵ Training provided by EMP Law Firm of Winston-Salem, NC

⁶ Content provided by the Irina Project

9. Closing (potential agenda items for next meeting and ideas for outcomes)
 - a. NC Statutes on living conditions (to compare unacceptable/illegal to acceptable/legal conditions)
 - b. Knowing labor laws to help detect red flags and educate clients. “Know your rights” content.
 - c. Knowing what fair wages are.
 - d. Question of prosecutorial opportunities for labor trafficking and difference between exploitation and trafficking.
 - e. Traci noted that Dignity Health established a good protocol and HEAL.com is also a good resource.
 - f. Development of a ‘cheat sheet’ for red flags and when to ask deeper questions and in detecting when a situation progressively gets worse.
 - i. Universal (for the public)
 - ii. For shelter clients
 - iii. For LE
 - g. Further education about fraud and coercion (case studies, examples)
 - h. Task Force overview/summary to share with social media spots regarding purpose and collaboration.
 - i. Information on how to ask potential victim if able to share red flags identified with other service providers; especially in a medical setting.

Action Items (Summary)

- Elise will invite folks from agencies that were recommended as being additional stakeholders
- World Relief will provide task force members with the NC Human Trafficking Commission flyer
- Traci will email Elise copies of the Dignity Health and HEAL.com items. Elise will print and bring copies to the April 24th meeting.

Snapshot of minutes from first LTTF meeting.

Each meeting should also involve long-term planning, whether for quarterly action items or yearly outcomes. Outreach initiatives and assessments are typically multi-month endeavors. For example, we began planning for the assessments in May and completed implementing them in October. It is therefore recommended that each meeting involve collective discussion about and work toward long-term goals.

Labor Trafficking Fair Outreach

Labor exploitation and human trafficking happen at fairs and carnivals across the United States. Between December 2007 and December 2016, 52 human trafficking cases and 79 labor exploitation cases were reported to the National Human Trafficking Hotline (NHTH) and the BeFree Textline⁷. The red flags shared by shelter service providers on the LTTF also suggested that the issue occurs in the Triad region.

An outreach initiative was developed by World Relief Triad’s Anti-Human Trafficking program and piloted by the LTTF at a regional fair in October 2019. The purpose was to educate fair workers about human trafficking for the prevention and identification of labor trafficking. Over 75 fair workers received information about the NHTH and were engaged regarding their working conditions and the issue of human trafficking.

⁷ P. 61, <https://polarisproject.org/sites/default/files/Polaris-Typology-of-Modern-Slavery.pdf>

Outreach Goals

1. The primary goal of the fair outreach was to distribute a card for the NHTH to each fair worker. This was the focus even if goals 2 or 3 were not achieved. The business cards were printed in English and Spanish and were discreet so that a trafficker or other non-trustworthy individuals would not question the card if it was discovered (see below).



Discreet NHTH outreach cards in English (left) and Spanish (right).

2. A secondary goal was to distribute an outreach bag to each fair worker. The clear, plastic, zip-up bags contained practical items such as mini sunscreens, a granola bar, and lip balms with SPF.
3. The third goal of the fair outreach was to converse with fair workers to educate them about human trafficking and also to gather information about their working and living conditions, wages, demographics, and any other relevant information. Conversational topics included the following.

Please note that these questions are suggestions. Every interaction was different but these questions proved to effectively facilitate informative conversations. The questions were used in no particular order and not each question was asked in each interaction. Refer to the section titled “Engaging Fair Workers” for additional recommendations regarding these interactions.

- “How long have you been working at the fair?”
- “Are you from this area?”
- “Do you like the area?”
- “What do you like about your job?”
- “Where are you staying?”
- “Do you think that trafficking could be happening here?”
- “Do you like your boss?”
- “How did you get connected with this fair?”
- “Do you feel that employees are treated equally at this fair?”

- “How many hours is a typical shift?”
- “What do you know about human trafficking?”
- “What are frustrating parts of your job?”
- “How often do you get paid?”
- “Is your job similar to or different from what you thought it would be?”
- “How often do you get breaks?”
- “How have you been sleeping?”
- “What is it like working at a fair?”
- “Do you get to travel for this job?”

These goals guided our interactions with fair workers. Goals should always be set for outreach initiatives to determine the desired focus and outcome(s). Make sure to clearly communicate goals to all stakeholders participating in the fair outreach so that everyone is on the same page.

Engaging Volunteers

Volunteers were an important part of the outreach effort and were engaged in partnership with World Relief Triad’s Volunteer Services program. World Relief Triad’s volunteer base was selected because individuals had already been vetted and trained by World Relief Triad to work with vulnerable populations. An email invitation was sent to volunteers about the outreach opportunity. Descriptions of outreach roles were provided and two training dates were listed.

Fair Outreach Training

A brief, mandatory training was provided to volunteers, task force members, and World Relief Triad staff interested in serving at the fair outreach. Attendees were educated about the basics of labor trafficking and how the issue overlaps with events like carnivals and fairs. Additional training materials were provided via email before the start of the outreach and a training binder was kept at a designated secure spot onsite during the duration of the fair. Training materials covered included specific tips (listed on page 30), safety guidelines and protocols (listed on page 31), how to engage the target population, data collection, and how to respond to red flags for human trafficking.

Safety Guidelines and Protocol

Members of the task force and World Relief Triad staff and volunteers were equipped with guidelines and protocols for the fair outreach. The items, listed on page 31, were adapted from the document “Camp Visits: Policies, Safety Guidelines and Protocols” by task force stakeholder Legal Aid of North Carolina.

Red Flags Identified

Red flags for human trafficking were identified during the fair outreach. Workers asked questions about the NHTH number that included, “If I call this number, will I get in trouble with my employer?” and “This works anywhere in the US?!” Some workers responded in a defensive manner, as if someone was watching: “Everyone has their documents!!” and “You are barking up the wrong tree. Everyone who is here wants to be here!”

Concerning information was also shared regarding wages and working conditions. Workers indicated that pay rates for working certain booths are hourly while other wages are commission-based. Positions that are the latter could put someone in a vulnerable position. Some workers made \$1,000/week while other workers only made \$250/week.



Photo Credit: Victoria Plybon

A 19-year-old male worker who shared his story with a pair of outreach walkers had a number of red flags for human trafficking. Lee had been recruited in Tampa, FL by James⁸. They met at a party and James earned Lee's trust by building a friendship. James presented an opportunity for Lee to work at carnivals during the day, party together at night, and travel to various states. Lee agreed to this plan with the understanding that the work shifts would be split.

The work situation turned into one that had all elements of force, fraud, and coercion. Lee ended up working all of the 12-hour shifts at the carnival. When he complained to James about working alone, James responded that "you work for me now." Lee's name was left off the work contract so that there was no

written record that he was working. Additionally, James controlled his transportation: Lee was dropped off at and picked up from the carnival. Lodging and food were deducted from Lee's pay, too. Lee was also monitored: If he went to the bathroom, James would text him about getting back to his booth. James got physically violent with Lee when he discovered that Lee wanted to leave. Lee was trying to wait out the situation to see if he would get paid, but he never did.

Lee's was not an isolated incident. When the outreach walkers educated Lee about labor trafficking, Lee realized that James was likely the recruiter. James worked for someone else and gave the earned money to that individual. Lee realized, "Oh, that's why [James] is always trying to convince the guys in our group to do this. Ya know, my friend went to work for [him] in Virginia and never came back."

World Relief Triad staff helped Lee leave the trafficking situation. The staff worked with him and local law enforcement to make a police report. Lee then chose to be transported to a state where he had connections and expressed interest in receiving services in the new area. He was also willing to continue to work with law enforcement to provide any needed information. When a legal provider from the LTTF

⁸ Names were changed to protect identity.

heard about this case, an offer was made to provide legal services as well. This was a successful case of collaboration across states and between law enforcement, service providers, and legal professionals.

Additional Intel Gathered

Fair workers shared additional information regarding their work conditions and demographics.

1. Multiple companies at that regional fair operate 2-3 booths that shift their workers between those stations.
2. There are contracting companies that hire people for fairs, including for this regional fair. South Africans and Mexicans are target populations of those companies. This aligns with data from Polaris, which found that most reported cases of trafficking at fairs and carnivals “involve men and women from Mexico or South Africa on H-2B visas.”⁹
3. The employment experience of a fair worker is dependent on for whom he or she works. One individual had worked for a different fair where her employer made her sleep in a tent and was treated poorly, but she said treatment at this fair was good.
4. On-site housing is available to fair workers through employers. One of those options is a 7-room "bunker" in a trailer where the worker is provided with a basic small room. One employee said that her employer deducts \$40/week from her paycheck for housing.



Photo Credit: Victoria Plybon

Lessons Learned and Recommendations

Whereas the fair outreach was a pilot program, there are aspects that can be revised or added to enhance its effectiveness for future implementations.

Engaging Fair Workers

Language was a barrier when English was the only language spoken by the outreach walkers. It is recommended that all walker pairs include at least one individual who is bi-lingual in Spanish. One

⁹ <https://polarisproject.org/sites/default/files/Polaris-Typology-of-Modern-Slavery.pdf>

strategy for this is to partner with local faith and community organizations that serve Spanish-speaking and South African populations. Another recommendation is to develop a script to distribute with the discreet outreach cards that explains the outreach effort and what the card is for. The following sample script can be revised and translated into the needed language(s):

Hello! We work for _____ (agency) here in _____ (city) where you are now. We work for/with an organization that is raising awareness about what labor trafficking looks like at fairs and carnivals. It could look like not getting paid what you were promised and not feeling like you have the option to leave your job. Sometimes people are tricked, forced, or pressured to provide labor or services. We are handing out these cards in case you or anyone you know may ever need them.

This card looks like it's for a recreation center, but it's actually the number for the National Human Trafficking Hotline. It's disguised for your protection, so that if this card is seen by the wrong person, they won't easily recognize what it is. This number is good for anywhere in the United States, so if you leave here and decide you'd like help, this number will still work. They will connect you with a service provider that is closer to where you are at the time.

Thank you for your time! Have a great day!

It would also be helpful to provide outreach walkers with a talking point notecard to facilitate conversation with fair workers. The aforementioned script can be amended for this purpose:

Hello! My name is _____ and this is _____ (2nd walker's name) and we work for _____ (agency) here in _____ (city) where you are now. We work for/with an organization that is raising awareness about what labor trafficking looks like at fairs and carnivals. It could look like not getting paid what you were promised and not feeling like you have the option to leave your job. Sometimes people are tricked, forced, or pressured to provide labor or services. We are handing out these cards in case you or anyone you know may ever need them. ***Hand disguised card to them at this time***

This card looks like it's for a recreation center, but it's actually the number for the National Human Trafficking Hotline. It's disguised for your protection, so that if this card is seen by the wrong person, they won't easily recognize what it is. This number is good for anywhere in the United States, so if you leave here and decide you'd like help, this number will still work. They will connect you with a service provider that is closer to where you are at the time.

Gauge the conversation, usually they'll say thank you or ask a question about how the card works

Thank you for your time! Have a great day!

Interactions with fair workers should also include thought-out questions that can lead into identifying red flags for human trafficking. Ideas for conversational topics are listed on pages 9 and 10.

Scheduling

There are also scheduling recommendations. Each walker pair should designate who is the primary walker and who is the secondary walker. This would improve readiness to assist a potential survivor of human trafficking. The primary walker would be a service provider who is trained to work with survivors of human trafficking. This individual would lead the response if someone was identified. The secondary walker may be another service provider or a volunteer. In the case of a response, this person might be tasked with duties like contacting law enforcement or shelters, monitoring the surrounding area, or purchasing refreshments for the survivor.

The assignment of walking shifts can also be improved upon. We learned that the average work hours for a fair worker was 8 a.m. – midnight. We succeeded with planning shifts during non-peak hours of business. When and how often you conduct the outreach (i.e. a couple of days vs. during the full duration of the fair) will depend on the size of the event. We found it effective to schedule four weekday shifts that each lasted two to three hours. These shifts were spread out throughout the duration of the 10-day event. It is also recommended that the area(s) of the fair where outreach will occur (i.e. food, performances, rides and games) be divided up to different walker pairs in order to prevent duplicating outreach interactions.

It would have also been beneficial to plan ahead with local law enforcement regarding responding to potential cases of human trafficking. One recommendation is to inquire where law enforcements will be located onsite. Additionally, it would be effective to designate a meeting spot in case doing so is needed. The determined location should not be in public, more so on the periphery of an area. Safety precautions should also be taken. This might include staggering the arrival and departure times of individuals involved.

Educating Fairgoers

The fair outreach included educating fairgoers, but engaging that population was difficult. We are grateful to the local sheriff's office for sharing their booth with us at the fair. World Relief Triad staff and LTF members built good relationships with staff from the sheriff's office, and it was good to show the community that service providers and law enforcement work together. Volunteers, task force members, and World Relief Triad staff engaged fairgoers through corn hole trivia about human trafficking and by distributing "Labor Trafficking: Prevent, Recognize, Report" flyers. However, in 10 days, we only educated a miniscule number of fairgoers compared to the vast number of crowds in attendance.

The focus of your fair outreach will determine whether or not it is important to engage fairgoers. If you choose to include this component, consider hosting a pop-up booth for shorter hours. A reduction of hours poses less of an issue for scheduling shifts. An effective location for your booth would be near the exit to catch fairgoers as they are leaving. The educational method would be different (i.e. no trivia game) but a flyer and an appealing item, such as a silicon "End Trafficking" bracelet, could still be distributed.

Another option is to host a booth that is only about your task force and/or coordinating agency. This method may appeal to the sect of fairgoers who are wary of law enforcement. However, we experienced that most fairgoers do not visit educational booths and, therefore, cannot guarantee that an absence of law enforcement would boost the number of interactions with fairgoers. This method also

poses a scheduling challenge: a significant time commitment would be required to staff the booth from opening until the closing of the fair and for daily set-up and clean-up.

Engaging Volunteers

The fair outreach proved to be an effective time to utilize volunteers. Although World Relief Triad volunteers frequently express interest in serving with the Anti-Human Trafficking program, there is not consistent way to engage their talents and interests. The fair outreach was a wonderful way to involve this volunteer base and we therefore recommend that future implementations of the fair outreach do so. You will need to determine your volunteer base – or begin by recruiting to establish one – and also determine how to engage them (i.e. roles, scheduling, etc.). It might help to begin by recruiting volunteers from your labor trafficking task force, as we did.

Training Components

A more robust training should be provided to all individuals who will serve in the outreach walker role. There were a number of questions raised by training attendees after the brief training; an overview training is not sufficient. Training components that were missing that should have been included from the get-go include:

- Reading and discussing a labor trafficking case study, particularly regarding a carnival or fair
- Protocols for responding to red flags for human trafficking, beyond calling the NHTH
- Data collection
- Role playing/rehearsing interactions with fair workers, including
 - The talking points about the discreet NHTH business card
 - Thought-out questions to ask that may prompt identification of red flags for human trafficking
 - Responding to red flags for human trafficking
 - To the fair worker
 - To law enforcement

There may be additional training components that you want to add. Feel free to do so in a manner that best engages and equips your volunteer base.

Data Collection

Data was collected during the fair outreach using the templates listed on pages 34 and 35. The “Data Collection: Tablers” form served its purpose well. The “Data Collection: Walkers” form may need to be revised based on what data points are desired. For example, sections might be added to note what area of the fair was covered and the demographics of fair workers engaged. Outreach walkers were informed to record their data away from people to avoid word getting out among other fair workers. That tip worked well but also led to data being recorded when the interactions were no longer fresh but a memory. This may have led to less accurate data.

Need for Ongoing Outreach at Fairs and Carnivals

This new outreach effort reinforced that labor trafficking indeed occurs in the Triad. The LTTF recognizes that the regional fair where the outreach was piloted is a well-coordinated event that has been in the community for years. The outreach outcomes simply highlight that vulnerabilities can happen anywhere. There is a need to continue outreach efforts for workers at fairs and carnivals to identify and help individuals like Lee and his friends and to stop people like James.

Snapshot Survey

The LTTF worked to examine the intersection of the experience of homelessness and vulnerabilities to human trafficking. Two snapshot surveys were created in partnership with homeless and shelter service providers. Questions were tailored from the Human Trafficking Interview and Assessment Measure (HTIAM-14)¹⁰ and were reviewed by a university researcher. Both iterations of the snapshot survey are available in the “Developed Resources” portion of this toolkit.

Agencies that work with individuals experiencing homelessness were engaged for the administration of the surveys. Snapshot Survey: Iteration 1 was administered at three organizations. It was first completed in June 2019 by 11 clients staying at the only homeless shelter in the county where they were located. In early August, 18 individuals were surveyed during drop-in hours of another agency. Additionally, 16 individuals completed the survey through the outreach program of United Way of Forsyth County (UWFC) early fall. In late August, Snapshot Survey: Iteration 2 was completed by 83 individuals accessing the soup kitchen of a local ministry.

Although analysis of the research is not complete at the time of this writing, preliminary results show that a significant percentage of individuals experiencing homelessness have experienced work that was abusive, fraudulent, or dangerous. Of those surveyed at the drop-in center in August, 61% had 3 or more red flags for human trafficking (Chart 1). 50% of individuals surveyed through UWFC’s outreach program had 4 or more red flags for human trafficking (Chart 2). At least 50% responded that, in their experience of homelessness, they:

1. Had ever been tricked or forced into doing any kind of work that they did not want to do (50%)
2. Had ever been promised more money for a work situation than they had received (62.5%)
3. Had ever traded work or other services for basic necessities like food, housing, or something else (56.25%)

We hope that the results, once finalized, will inform and enhance assessment questions of shelter and homeless service providers. We want to empower shelters and other agencies that serve individuals experiencing homelessness to identify, report, and prevent human trafficking.

¹⁰ Bigelsen, J., & Vuotto, S. (2013). Homelessness, Survival Sex, and Human Trafficking: As Experienced by the Youth of Covenant House New York. Retrieved from <https://humantraffickinghotline.org/sites/default/files/Homelessness%20Survival%20Sex%20and%20Human%20Trafficking%20-%20Covenant%20House%20NY.pdf>

% Respondents with Red Flags for Human Trafficking

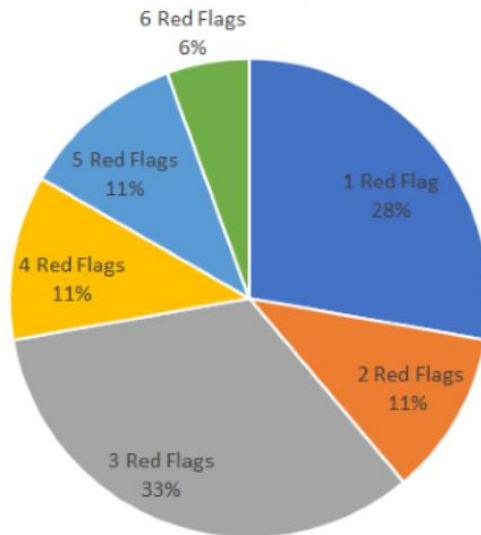


Chart 1: Drop-In Center Summarized Preliminary Results

% Respondents with Red Flags for Human Trafficking

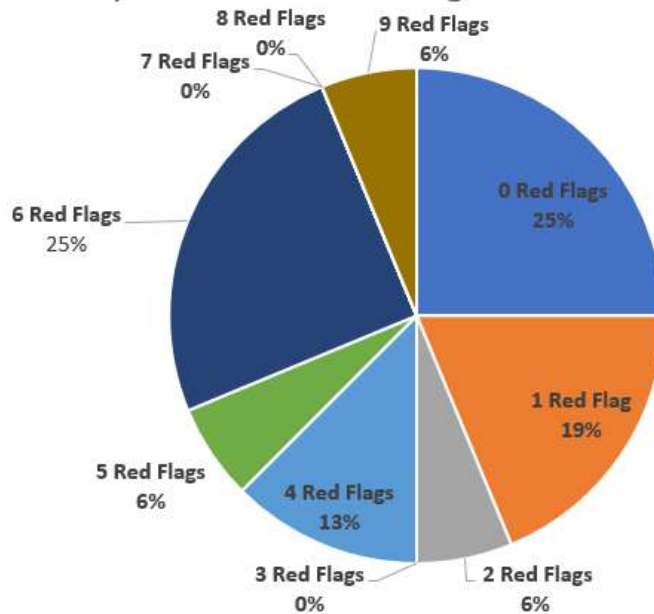


Chart 2: UWFC Summarized Preliminary Results

Developed Resources

Resources were developed during the first year of the LTTF to guide its operations and educate community members. The following resources have been made available for use in the development, operations, and outreach of your own labor trafficking task force.

1. Collaborative Agreement
2. Standards Document
3. The Snapshot Survey (Iteration 1)
4. The Snapshot Survey (Iteration 2)
5. [Labor Trafficking Resource for First Responders](#) (Available Online)
6. [Labor Trafficking Resource for Law Enforcement](#) (Available Online)
7. [Labor Trafficking Resource for Homeless and Shelter Service Providers](#) (Available Online)
8. Contents of the Fair Outreach Information Binder

Collaborative Agreement

Collaborative Agreement for the Triad Labor Trafficking Task Force¹¹

1. Purpose of the Agreement

World Relief Triad, the City of High Point Police Department (HPPD), Family Services of Davidson County (FSDC), and Family Services of the Piedmont (FSP) have agreed to work together via the Triad Labor Trafficking Task Force (“task force”) to develop identification strategies of situations of labor trafficking within our communities. This agreement describes their understandings and commitments to this collaborative effort.

2. Scope and Duration

World Relief Triad, HPPD, FSDC, and FSP will work together via the task force to develop identification strategies of situations of labor trafficking within our communities. Participating agencies will help develop a toolkit for identification and will also participate in creating materials for outreach to educate about and prevent situations of labor trafficking. This agreement will guide the collaboration for the period beginning May 7th, 2019 and ending December 31st, 2019. The scope and duration of the collaboration may be amended and/or extended through the joint agreement of said organizations to amendments to this agreement.

3. Decision-Making Structure & Authority

All significant decisions regarding the collaboration will require agreement by all three collaborative partners. Significant decisions will include decisions regarding eligibility for services provided through collaboration, the nature of the services to be provided, and decisions regarding seeking and using funding to carry out collaboration activities.

World Relief Triad, HPPD, FSDC, and FSP will each identify one to three individuals within their own organization to serve on the task force for the collaboration. Each member of the task force will be authorized to represent their organization in joint collaborative decision-making. Each organization will be responsible for ensuring that the person granted authority to represent their organization is kept informed regarding the operation of the collaboration and the identification of issues for joint discussion. Each participating organization will make all parties to the collaboration aware of any limits in the authority of their representative to bind their organization to collaborative decisions and will establish a clear process for their representative to use to become fully capable of committing the organization.

The task force members will agree upon an effective structure for operational management of collaborative activities and efforts. Each member of the task force will keep their organization informed of collaborative progress and actively seek feedback regarding the collaboration from within their organization. Task force members will regularly discuss the progress of the collaborative

¹¹ Document adapted from sample:

https://www.wvcc.edu/CMS/fileadmin/PDF/Learning_Center/collaboration_agreement_from__Kay_Sohl.pdf
[19]

effort and regularly share feedback from their respective organizations in order to ensure clear communication, issue identification, and problem resolution.

4. Legal and Financial Structure

World Relief Triad, HPPD, FSDC, and FSP will assign employees of their respective organizations to carry out the work of the task force collaboration. Each employee assigned to work with the task force will continue to operate as an employee of the organization making the assignment. While World Relief Triad, HPPD, FSDC, and FSP will retain authority for hiring, performance review, and termination for each of their employees, each organization agrees to seek feedback inform the coordinating organization, World Relief Triad, regarding the selection and evaluation of staff assigned to collaborative activities. World Relief Triad, HPPD, FSDC, and FSP will provide effective supervision for staff which they assign to the task force collaboration.

World Relief Triad, HPPD, FSDC, and FSP will each retain responsibility and liability for the actions of their staff.

5. Resource Commitment to the Collaboration

Each participating organization has agreed to commit resources to the collaboration. All participating organizations will contribute:

- The time and effort required for consistent representation of and participation by the organization as a member of the task force
- Testing of toolkit components and other produced models for the refinement of final outcome(s)
- Collection and sharing of data as pertinent to the project

6. Accountability Process and Problem-Solving

Assigned employees from participating organizations are committed to open communication with each other regarding the strengths and limitations in the collaboration. They will work together to address weaknesses and to improve the task force outcomes as needed.

7. Addition of New Participating Organizations

Assigned employees from participating organizations may from time-to-time recommend the addition of other organizations or governmental bodies to the collaboration. Upon the agreement of the participating organizations, additional organizations or governmental entities may be invited to participate in the collaboration. If the invited organizations/entities decide to participate, World Relief Triad, HPPD, FSDC, and FSP will amend this collaborative agreement to include all participating organizations, with all participating organizations sharing equally in the rights and responsibilities described in this agreement.

8. Termination of this Agreement

Each participating organization retains the right to withdraw from the collaboration upon notifying World Relief Triad of its decision to withdraw at least 30 days in advance. The withdrawal of any participating organization from the task force collaboration shall result in termination of this

collaborative agreement. The remaining organizations may choose to enter into a new agreement to guide their continuing work together.

9. Extension or Amendment of this Agreement

This agreement may be extended or amended only through unanimous agreement by World Relief Triad, HPPD, FSDC, and FSP. The decision to amend or extend the agreement, and the language describing the agreed upon changes, shall be documented in writing, including the date of the amendment/extension, and the signatures of each participating organization.

This collaborative agreement was unanimously adopted by designated representatives of World Relief Triad, HPPD, FSDC, and FSP on May 7th, 2019. The signature of the chief executive director of each participating organization below represents the full commitment of their organization to participate actively in the collaboration and implement fully all elements in this agreement.

Chief Executive Director Signature

Date

Chief Executive Director Signature

Date

Chief Executive Director Signature

Date

Chief Executive Director Signature

Date

Standards Document

Standards Document of the Triad Labor Trafficking Task Force

The Triad Labor Trafficking Task Force is a multidisciplinary group comprised of legal professionals, healthcare providers, law enforcement agents, shelter service staff, and other service providers who collaborate to increase the identification of labor trafficking cases in the Triad and North Carolina counties of Davidson, Forsyth, and Guilford. The task force, funded by the N.C. Human Trafficking Commission, fulfills its purpose through education, outreach, and research. Agencies and individuals participating in the task force commit to the following standards.

Task force participants commit to the highest standards for working with populations vulnerable to labor trafficking and educating individuals and agencies regarding labor trafficking. This includes the following:

- The task force can provide evidence of linkage with National Hotline and efforts to spread awareness of the hotline as a resource.
- Outreach efforts will have clearly-defined target populations and provide services appropriate to the population served.
- Accurate data is managed on trafficking survivors served and outreach efforts conducted.
- The task force seeks out and makes use of survivor input in designing and delivering services.
- The task force encourages responsible media reporting on human trafficking. This information will be included in toolkit created by the task force to create consistency among team members.
- The task force recognizes the importance of self-care for task force participants to avoid burnout and vicarious trauma.
- Any reports of suspected trafficking of a minor must be reported to Law Enforcement and Child Welfare within 30 minutes.
- Task force participants and volunteers must complete training on required topics, as outlined in supplemental materials.

As a task force participant, I commit to upholding these standards as indicated by my signature below.

Today's Date: _____

Printed Name: _____

Signature: _____

Snapshot Survey (Iteration 1)

Anonymous Survey

We are asking community members about their work experiences. Please take a few minutes to share about your work experiences. This survey is anonymous and will be used to help and protect people in our community.

General Question: Read both questions and circle the number that relates to you.

1. Which gender do you identify with?
 - a. Male
 - b. Female
 - c. A blend of both
 - d. Neither
2. What is your age group?
 - a. Under 18
 - b. 18 – 25
 - c. 26 – 40
 - d. 41 – 60
 - e. 60 Plus

Yes or No Questions: Read each question and circle the number that you agree with.

3. Sometimes when people travel to a new area, they make an agreement with the person or people who organize their travel. Did you come to this area because you or your parents were promised work or an education?
 - a. Yes, I was promised work
 - b. Yes, I was promised education
 - c. Yes, my parents were promised work
 - d. Yes, my parents were promised education
 - e. No
4. Do you or your family owe something to the person or people who helped you come to this area?
 - a. Yes, I do
 - b. Yes, my family does
 - c. No
5. Has anyone ever held your ID or other legal documents without your consent?
 - a. Yes
 - b. No
6. It is not uncommon for people to stay in work situations that are risky or even dangerous, simply because they have no other options. Have you ever worked in a place that made you feel scared or unsafe?
 - a. Yes

- b. No
- 7. In your experience of homelessness, have you ever been tricked or forced into doing any kind of work that you did not want to do?
 - a. Yes
 - b. No
- 8. In your experience of homelessness, have you ever been promised more money for a work situation than you received?
 - a. Yes
 - b. No
- 9. Have you ever been afraid to leave a work situation because of threats to you or your family?
 - a. Yes
 - b. No
- 10. Has an employer ever controlled the money you earned, or kept money you earned in exchange for transportation, food or rent without your consent?
 - a. Yes
 - b. No
- 11. Have you ever traded work or other services for basic necessities like food, housing, or something else?
 - a. Yes
 - b. No
- 12. Some employers don't want people to know about the kind of work they have employees do. Has an employer ever required you to lie about your work situation?
 - a. Yes
 - b. No
- 13. Is there anything else that you want to share about any of the questions that you were asked? You can share that below.

Optional Additional Questions: THESE WILL NOT BE REPORTED NOR FOLLOWED UP WITH. Your responses are still anonymous and confidential.

“Work” could mean a more typical job such as working in a store or restaurant, but it could also mean shoplifting, running drugs, or anything where your efforts were exchanged for something of value.

- 14. Have you ever been tricked, pressured, or forced into selling, transporting, storing, or distributing drugs?
 - a. Yes

- b. No
15. What is your feeling about question #14?
- a. Keep
 - b. Remove
 - c. Other (Write Response):

Thank you!

Survey adapted from HTIAM-14 tool from following source:

Bigelsen, J., & Vuotto, S. (2013). Homelessness, Survival Sex, and Human Trafficking: As Experienced by the Youth of Covenant House New York. Retrieved from <https://humantraffickinghotline.org/sites/default/files/Homelessness%2C%20Survival%20Sex%2C%20and%20Human%20Trafficking%20-%20Covenant%20House%20NY.pdf>

Snapshot Survey (Iteration 2)

Anonymous Survey

We are asking community members about their work experiences. Please take a few minutes to share about your work experiences. This survey is anonymous and will be used to help and protect people in our community.

General Question: Read both questions and circle the number that relates to you.

1. Please select the statement that describes your current living situation:
 - a. Staying in/at a place not meant for habitation
 - b. Staying in an emergency shelter
 - c. Other
2. Which gender do you identify with?
 - a. Male
 - b. Female
 - c. A blend of both
 - d. Neither
3. What is your age group?
 - a. Under 18
 - b. 18 – 25
 - c. 26 – 40
 - d. 41 – 60
 - e. 60 Plus

Yes or No Questions: Read each question and circle the number that you agree with.

4. Sometimes when people travel to a new area, they make an agreement with the person or people who organize their travel. Did you come to this area because you or your parents were promised work or an education?
 - f. Yes, I was promised work
 - g. Yes, I was promised education
 - h. Yes, my parents were promised work
 - i. Yes, my parents were promised education
 - j. No
5. Do you or your family owe something to the person or people who helped you come to this area?
 - d. Yes, I do
 - e. Yes, my family does
 - f. No
6. Has anyone ever held your ID or other legal documents without your consent?
 - c. Yes
 - d. No

7. It is not uncommon for people to stay in work situations that are risky or even dangerous, simply because they have no other options. Have you ever worked in a place that made you feel scared or unsafe?
 - c. Yes
 - d. No
8. In your experience of homelessness, have you ever been tricked or forced into doing any kind of work that you did not want to do?
 - c. Yes
 - d. No
9. In your experience of homelessness, have you ever been promised more money for a work situation than you received?
 - c. Yes
 - d. No
10. Have you ever been afraid to leave a work situation because of threats to you or your family?
 - c. Yes
 - d. No
11. Has an employer ever controlled the money you earned, or kept money you earned in exchange for transportation, food or rent without your consent?
 - c. Yes
 - d. No
12. Have you ever traded work or other services for basic necessities like food, housing, or something else?
 - c. Yes
 - d. No
13. Some employers don't want people to know about the kind of work they have employees do. Has an employer ever required you to lie about your work situation?
 - c. Yes
 - d. No
14. Is there anything else that you want to share about any of the questions that you were asked? You can share that below.

Optional Additional Questions: THESE WILL NOT BE REPORTED NOR FOLLOWED UP WITH. Your responses are still anonymous and confidential.

“Work” could mean a more typical job such as working in a store or restaurant, but it could also mean shoplifting, running drugs, or anything where your efforts were exchanged for something of value.

15. Have you ever been tricked, pressured, or forced into selling, transporting, storing, or distributing drugs?
 - a. Yes
 - b. No

16. What is your feeling about question #14?

- a. Keep
- b. Remove
- c. Other (Write Response):

Thank you!

Survey adapted from HTIAM-14 tool from following source:

Bigelsen, J., & Vuotto, S. (2013). Homelessness, Survival Sex, and Human Trafficking: As Experienced by the Youth of Covenant House New York. Retrieved from <https://humantraffickinghotline.org/sites/default/files/Homelessness%2C%20Survival%20Sex%2C%20and%20Human%20Trafficking%20-%20Covenant%20House%20NY.pdf>

Contents from the Fair Outreach Information Binder

Outreach Role #1: Tablers

The purpose of the tabler role is to educate fairgoers about human trafficking, especially labor trafficking. You will mention that you are volunteering with the Triad Labor Trafficking Task Force.

Materials: Tri-fold flyer about labor trafficking, corn hole/bean bag toss (provided by the Sheriff's Office), candy to give (1 piece) to each person who plays the activity, folder containing one-pagers about the LTTF (if a Fairgoer requests more information), 2 sets of activity questions and instructions – each on a separate clipboard, bag with pens and drawing entry for Uber gift card, and a box to collect each entry for the drawing

Primary Goal (i.e. if nothing else, first and foremost!): Mention the partnership that the Forsyth County Sheriff's Office has with the Triad Labor Trafficking Task Force and pass out the flyer.

Secondary Goal: Get Fairgoer to participate in the activity about myths and facts about human trafficking. They get a candy when they play and can enter to win the Uber gift card based on how many points they earn during the game.

Methods for Engagement

- “Want to play to win for an Uber Gift Card?”
- “Are you a sucker for winning (or learning or competition)?” or “Want a sucker? Come play a game!”
- “Hey, how are you? Want to know about...?”
- Whatever else seems natural and appropriate to you!

First Shift of the Day or For A Shift if No One Was Scheduled Right Before You

- Set out tri-fold flyers on the table in the clear display case.
- Set out suckers in the black basket on the table.
 - Note: Don't completely fill the basket with candy because we don't want people just grabbing them when they walk by. The candy is for activity participants.
- Set up or make sure the corn hole/bean bag toss game is setup.

End of Each Shift

- Complete the data collection form for your 3-hour shift
- Text Elise's work number if anything needs to be replenished: (phone number)
- Replenish anything that needs to be replenished. (Not necessary for the last shift of the day.)
 - Note: Don't completely fill the basket with candy because we don't want people just grabbing them when they walk by. The candy is for activity participants.

Last Shift of the Day: Put away all materials into the storage area/trailer of the Sheriff's Office. This does not include the bean bag toss/corn hole game because the Sheriff's Office will keep using that game without our trivia game.

Outreach Role #2: Walkers

The purpose of the walker role is to interact with fair workers for identification of labor trafficking and to spread awareness about labor trafficking and the National Human Trafficking Hotline (NHTH) phone number.

Be honest that you are volunteering with **World Relief Triad**. Never claim to be present on behalf of another entity.

Materials: Outreach bags (contains lip balm, granola bar, and sunscreen), NHTH cards (100 in Spanish, 100 in English)

Primary Goal (i.e. if nothing else, first and foremost!): Distribute the NHTH card to fair workers

Secondary Goal: Distribute the outreach bags to fair workers

Third-Level Goal: Engage in (additional) conversation, especially about labor trafficking

Methods for Engagement (Ideas, not a script! 😊)

- Opening: "How long have you been working at the Fair?," "Do you like the area?," "What do you like about your job?"
- During Conversation: "Where are you staying?"
- End of conversation: "Thank you for making this a great event!" or "Thank you for helping make a lot of people happy!"

Remember

- These will be brief interactions.
- If language is a barrier, do the best that you can. Focus on offering an outreach bag and a NHTH card.
- You will be in a public space in pairs.
- Refer to the Safety Guidelines and Protocol.
- Data collection: Record data away from people. Most folks assume that their observation skills are better than they actually are. We don't want the word to get out.

What should I do if the employer/supervisor appears?

- The walkers should immediately and courteously identify themselves to that person. Copies of any educational materials being distributed should be offered to that person.

Safety Guidelines and Protocol¹²

- Keep your phone with you and on at all times during outreach. Make sure that the phone is charged.
- Generally, stay with other outreach representatives. When you need to separate, tell your partner(s) where you will be and when you expect to return.
- Adhere to the schedule that you commit to.
- Understand the plan for your outreach activities. Know what you want to accomplish and how you plan to accomplish it. Proceed with confidence.
- If at any time you feel it is not safe to remain at an area of the fair, tell the rest of your team/partners “[insert agreed-upon code phrase here].” If one person uses this code phrase, all partners should immediately return to the Sheriff’s booth, no questions asked.
- The walker outreach role will occur by teams of two or more persons. At least one person should be a World Relief Triad staff member or with an agency that sits on the LTTF. Volunteers and interns always stay with a staff member or a task force representative.
- Be aware of your surroundings. Pay attention to how you are feeling both physically and emotionally. If you are experiencing discomfort or are uncomfortable with a situation, there is usually a reason. Honor your intuition and pay attention to your physical cues. Communicate openly with your partner(s).
- Be courteous and do not argue with a fair worker who is not interested or does not agree with what you are doing. Thank them for your time and move on.
- Pay attention to the nonverbal communication between you and the fair worker during your interaction. Practice exercising verbal control and body posture control.
- Find a balance between professional and comfortable attire. Wear comfortable clothes and shoes. It is important to relay in your dress that you are involved in a serious role without overdressing. We ask you not to wear attire with political or partisan slogans, etc.

¹² Adapted from “Camp Visits: Policies, Safety Guidelines and Protocols” by Legal Aid of North Carolina

Activity Instructions

Game: Bean Bag Toss/Corn Hole Trivia

Materials: Game provided by the Forsyth County Sheriff's Office, candy to give (1 piece) to each person who plays the activity, 2 sets of activity questions and instructions – each on a separate clipboard, bag with pens and drawing entry for Uber gift card, and a box to collect each entry for the drawing

Purpose of game: To educate fairgoers about human trafficking, especially labor trafficking.

“Prize” of the Game: 1) All participants get a piece of candy. 2) Entering their name to win an Uber gift card (per the instructions below).

Method to Engage Fairgoers: “Hey, want to win an Uber gift card? Play to enter the drawing!”

Single Player Instructions:

1. Players step up to the “plate” to toss their bean bag. There are (5)* toss attempts in the game. (*Depends on the number of bags available/provided by the Sheriff's Office.)
2. If player makes the hole on the first try, they get a point.
3. If player misses the hole, then they must answer a trivia question to stay in the game.
4. If they answer the question correctly, then they get the point. If incorrect, then they do not get a point and they move onto their next toss.
5. At the end of the “rounds,” they can enter their name for the raffle as many times as the points they earned.

You, as a Tabler, may select which of the following Multiplayer Instructions you wish to use.

Multiplayer Instructions #1:

1. Both players step up to plate.
2. Host poses the question to the two players. Players must raise their hands to answer question (or hold up a flag/fan). The fastest player to raise a hand gets to answer. That person is Player 1.
3. If Player 1 is correct, he or she get the first chance to toss the bean bag. If they make it, they get the point for the round. If they miss, Player 2 gets a chance to toss their bean bag. If they make it, then they get the point.
4. If neither player makes their bean bag, then a consolation question can be posed. Whichever player answers the trivia question correctly, that player gets the point.
5. The multiplayer game can have six rounds. At the end, the players can enter their name into the drawing as many times as the number of their points.

Multiplayer Instructions #2:

1. Players stand opposite of each other by their boards.
2. Round 1:
 - a. Player 1 tosses bean bag first. If the bean bag goes into the hole, then Player 1 wins the round and automatically gets the point. If the bag misses the hole but hits the board, then Player 2 must answer a trivia question in order to get the point. If Player 2 answers the question correctly, then they get the point. If they miss the question, Player 1 gets the points. If Player 1 completely misses the board, then Player 2 automatically gets the point (or Player 2 must answer the question correctly to get the points).
3. Round 2:
 - a. Player 2 tosses the bean bag. If the bean bag goes in the hole, then Player 2 wins the round and automatically gets the point. If the bag misses the hole but hits the board, then Player 1 must answer a trivia question in order to get the point. If they answer the question correctly, then Player 1 gets the points. If they miss the question, Player 2 gets the point. If Player 2 completely misses the board, then Player 1 automatically gets the point (or Player 1 must answer the question correctly to get the points).
4. At the end of the game, the players can enter their name for the raffle as many times as the points they earned.

Data Collection: Tablers

Please complete this form for each shift. **Tally if needed.**

Your name(s): _____

Date and timeframe of shift: _____

Number of Flyers Handed Out: _____

Number of Fairgoers Who Participated in the Activity: _____

Please complete this form for each shift. **Tally if needed.**

Your name(s): _____

Date and timeframe of shift: _____

Number of Flyers Handed Out: _____

Number of Fairgoers Who Participated in the Activity: _____

Please complete this form for each shift. **Tally if needed.**

Your name(s): _____

Date and timeframe of shift: _____

Number of Flyers Handed Out: _____

Number of Fairgoers Who Participated in the Activity: _____

Data Collection: Walkers

Please complete this form for each shift. **Tally if needed.**

Your names: _____

Date and timeframe of shift: _____

No. of NHTH Cards Handed Out (ENG): _____

No. of NHTH Cards Handed Out (SPAN): _____

No. of Outreach Bags Handed Out: _____

No. of Interactions with Fair Workers: _____

Please complete this form for each shift. **Tally if needed.**

Your names: _____

Date and timeframe of shift: _____

No. of NHTH Cards Handed Out (ENG): _____

No. of NHTH Cards Handed Out (SPAN): _____

No. of Outreach Bags Handed Out: _____

No. of Interactions with Fair Workers: _____

Please complete this form for each shift. **Tally if needed.**

Your names: _____

Date and timeframe of shift: _____

No. of NHTH Cards Handed Out (ENG): _____

No. of NHTH Cards Handed Out (SPAN): _____

No. of Outreach Bags Handed Out: _____

No. of Interactions with Fair Workers: _____

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There are many individuals and agencies to thank for being involved in and/or supporting the efforts of Triad Labor Trafficking Task Force in 2019. We especially thank the North Carolina Human Trafficking Commission for funding our task force its launch year.

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