

Annual Report of the Delaware Anti-Trafficking Action Council, DATAC

(Formerly known as the Human Trafficking Interagency Coordinating Council, HTICC)



***Moving the Fight against Human
Trafficking Forward in the First State***

Fiscal Year Ending: June 30, 2022
Submitted: September 15, 2022

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Please direct any questions about this report to Mary McDonough, Policy Director, at
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DEDICATION

We dedicate this annual report, with deep respect and gratitude, to two remarkable women who died too young. They are the women for whom February and Amy's Law is named.

February O'Donnell was a survivor of trafficking who became a trafficking victims' advocate, and Amy Day started the nonprofit, Meet Me At The Well, to help victims of trafficking. Both women were pioneers who helped lead the way in Delaware's fight against human trafficking.

We will never forget them.

February O'Donnell



(Feb. 1, 1963 – Nov. 1, 2013)

February knew too well the pain and trauma of being a trafficking victim. She was able to get out of the so-called "Life" and get her own life back. She became an outreach worker for Brandywine Counseling, and a dedicated volunteer for the Human Trafficking Treatment Court that previously operated in the Delaware court system.

February volunteered as a peer mentor for the women in the Treatment Court. She became the "Mama Bear" for the women. She was a fierce advocate who never gave up on anyone.

February had such a big heart and razor-sharp intelligence. Her sense of humor was quick, and her laugh was hearty, which lightened tough times. She knew when to show "tough love," and when to show patience and compassion to the women.

February also knew what is not funny. When February would hear the flip reference to prostitution as the "oldest profession", she did not laugh. Instead, she would ask, "How many five-year-old girls do you know who say I want to be a prostitute when I grow up?" After the physical violence and emotional trauma that she had suffered, February viewed prostitution as the oldest form of oppression, one which left a lot of scars, both physical and psychological.

February O'Donnell was one of those larger-than-life people you meet whom you never forget. She died too soon, at the age of 50. We hope her family is reassured that the legacy of service of their remarkable mother and grandmother lives on in our State.

Amy Nicole Collins Day



(Aug. 10, 1985 – Aug. 9, 2016)

Amy was a young mother of two children, who felt called, by her deep faith, to do what she could to help victims of trafficking. She started a nonprofit agency, Meet Me At The Well (MMATW), a name she chose based on the biblical story. With no budget but a big heart, Amy recruited other volunteers to help her do street outreach to provide care packages paid for and assembled by the volunteers.

Once Amy learned of the Human Trafficking Treatment Court, she became a regular attendee at its court sessions. She even showed up when going through chemo for the brain cancer that took her life the day before her 30th birthday. But, before that time, whether wearing her brightly colored head scarves or her own beautiful long hair, Amy was one of the most stylish Good Samaritans you'd ever meet.

Amy had a quiet strength and innate kindness that shone through to the women in the Treatment Court. She and Yolanda Schlabach, her Zoe Ministries' volunteer partner, learned the birthday of each woman and made sure that their birthdays were celebrated – for a change. At Christmas time, Santa dispatched both Amy and Yolanda, who were very generous to all the women in the program. But more important than the material gifts were the gifts of sincere caring and kindness, of friendship, that Amy, Yolanda, and the other volunteers from their nonprofit agencies, gave to these women. Truly, their "sister's keepers"!

Even as Amy fought brain cancer, she was a "Steel Magnolia" who remained kind and giving as she continued to help others, with a quiet strength that was awe-inspiring. After Amy passed, her mother, Cheri Collins, kept Amy's nonprofit agency, MMATW, going. Cheri knew that was what Amy wanted. MMATW continues to help victims and survivors of trafficking to this day, now with Diana Suchodoski as its Executive Director.

Amy's two children, her daughter, Roisin, and her son, Tadhg, attended the bill signing for February & Amy's Law, and received the pens used by Governor Carney to sign the bill. They heard what their mom had done during a time in their lives when they were too young to realize her contributions outside of their family. We hope Amy's family and especially, her still school-aged children, are reassured that their remarkable mother will never be forgotten. As with February, Amy's legacy of service lives on in Delaware.

ACKNOWLEDGEMENTS

The Council wishes to acknowledge the exceptional contributions of the following people and organizations. We warmly thank:

***Representative Kim Williams and Senator Nicole Poore** – for being strong legislative champions and voices on behalf of those who often don't have a voice in the legislative process. Specifically, Sen. Poore and Rep. Williams work effectively to advance the interests and protection of victims and survivors of *human trafficking* as well as to enact preventative and protective measures for those at particular risk of *sexual exploitation*, including the children of our State. In the past session of the General Assembly, they were key sponsors of seven bills, including February & Amy's Law, that they successfully navigated through the legislative process.

Penelope (Penny) Duncan, Sherry Long, and Amanda (Mandi) Mendoza – Special thanks to these three women who have played an extraordinary role this year in using their voices and insights as survivors of trafficking. Whether it was testifying in Dover in support of February & Amy's Law or speaking at a panel hosted by Philanthropy Delaware about human trafficking or stepping up to serve as Co-Chair of the Council's Legislative Committee or Chair of its Victims' Services Committee, these three survivor leaders are a powerful voice for the voiceless. They sacrifice their own privacy to help increase the understanding of trafficking, and thereby, reduce the stigma and stereotypes about this crime and its victims. These three brave Delawareans have opened people's eyes, minds, and hearts to the lived experience of the trauma of trafficking. We owe Penny, Sherry, and Mandi a big debt of gratitude.

***Department of Health & Social Services (DHSS), and its Secretary Molly Magarik and DSAMH Director Joanna Champney** – for DHSS funding for part-time positions to staff the Council for the past four years. We appreciate that DHSS has generously interpreted the legislative mandate, enacted in 2018, of providing "administrative support" to this Council. Special thanks to Secretary Magarik and Director Champney for their personal support and encouragement this past year, including their support for the transfer of this Council to CJC, where similar entities like the Domestic Violence Coordinating Council (DVCC) are located. The priority of both these leaders is helping the victims of trafficking. They supported whichever approach makes the most sense for advancing the anti-trafficking mandates of this Council.

***Criminal Justice Council (CJC) and its Executive Director, Christian Kervick** – for the willingness of this small State agency and its leader Chris Kervick, to take on another State Council, one similar to DVCC that has been part of CJC for the past 28 years. A big difference, however, is that this Council

will be in its *formative* stage in terms of being able to hire full-time staff, including its first Executive Director –thanks to February & Amy’s Law. Our Council looks forward to the opportunities to better collaborate with DVCC, to be nimble, and to hopefully, tap additional funding sources.

*** Lt. Colonel Daniel Meadows, Delaware State Police (DSP) and his Victim Services colleagues** – for their “above and beyond” volunteer service staffing the Council’s informational table, including at big multi-day events. Regardless of hot weather, weekend or night hours, Danny and his DSP colleagues covered every shift at the NASCAR races and the Delaware State Fair. Despite the demanding responsibilities of their jobs, these volunteers showed up - to spread the word about human trafficking, even during heat waves.

***Professor Shea Rhodes, Founding Director of the Institute to Address Commercial Sexual Exploitation (CSE) at Villanova Law School, and Fulbright Scholar in Human Trafficking** – for sharing her expertise and experience with our Council for the past two years. Except for the six-month period (January – June 2022) for which Villanova was compensated, Shea Rhodes has provided *pro bono* legal services to the Council since July 2020 to the present. This represents over 18 months of volunteer service, to date, from a national expert on human trafficking-related issues.

***Wilson Sonsini Goodrich & Rosati (WSGR) law firm & Ian Liston, Esq., as pro bono liaison** – for being the first Delaware law firm to offer pro bono assistance to our Council this year. Ian Liston, Esq. serves as the liaison to our Council, and eight other WSGR attorneys have also volunteered their services. The Council welcomes this assistance and thanks WSGR.

CHAIR'S REPORT



Delaware Anti-Trafficking Action Council



My fellow Delawareans,

It has been a year of great change and promise for the Council. Since our last report, we have been working to strengthen the organization's foundation in an effort to become more responsive and impactful in the First State's fight against the epidemic of human trafficking. As you read this year's report, you will see there have been a lot of changes and growth. The Council expanded and we are thrilled with the new members and the skills and experience that they all bring to the table.

For several years Representative Kim Williams has been a strong public member of our small but mighty team. This year she was joined by three other members of the General Assembly in Senators Nicole Poore and Bryant Richardson as well as Representative Mike Smith. Our legislative team met with Policy Director Mary McDonough and me to establish some goals for the legislative session. Mary hoped to find a way to create permanent funding for full-time staff to help the Council address its statutory mandates. Representative Williams and Senator Poore immediately ran with the ball and the end result was February and Amy's Law, a truly groundbreaking piece of legislation. The bill was signed into law in August and moves this Council to the Criminal Justice Council, while establishing three full-time staff positions, including an Executive Director. It was a truly amazing experience to see the broad support from our elected officials as well as many others, including Delawareans who are survivors of trafficking and who shared their valuable insights in testifying on behalf of this bill.

I would like to finish off by answering a question asked by so many folks as this bill moved through the system. What is in a name? From the Human Trafficking Interagency Coordinating Council to the Delaware Anti-Trafficking Action Council (DATAAC) is not only a name change but a statement and guiding belief for us as we grow and move forward. The previous name simply stated that we would "coordinate" efforts. The amazing group of women and men who volunteer their time and effort for this fight are people of action, and that is what is required to make a difference in the lives of Delawareans hurt by trafficking. The other thought behind the name was that the abbreviation highlights the way we will manage our efforts, we will use "*data*" to "*atac*"k the problem. This WILL be a Council of action and we will join with all of our partnering agencies and organizations to take the action required to fight trafficking and to help the victims of this crime in the First State.

Yours in Service,

A handwritten signature in dark ink that reads "Brian N. Moore".

Brian N. Moore

Chair

Representing Delaware Department of Education

COUNCIL MEMBERS

Chair Brian Moore, MBA, DE Dept. of Education
Vice-Chair President Judge Jan Jurden, Superior Court (until May 2022)
(VC election – October 2022 meeting. Cara Sawyer, Esq. has submitted a letter of interest.)

Survivor of Trafficking, Victims' Advocates & Healthcare Representative – 7

Victim/survivor of trafficking - 1

Heather McLeod (resigned October 2021)
Amanda Mendoza (appointed by Governor Carney, August 2022)

Victims' Services Advocates - 4

Diane Glenn – Dover Police Department, Victims' Services
Melissa Pennachi – Newark Police Department, Victims' Services
Deb Reed – Delaware State Police – Victims' Services (retired
May 2022)
Nina Morales-Perez – La Esperanza, Bilingual Program Coordinator
(appointed by Governor Carney, August 2022)
Yolanda Schlabach – Zoe Ministries, Victims' Services

Legal Advocate for Victims of Trafficking - 1

Cara Sawyer, Esq., Counsel, Cozen O'Connor

Healthcare -1

Annamarie McDermott – St. Francis Hospital

Legislative Members – 4 (Alphabetical order)

Honorable Nicole Poore, Senate
Honorable Bryant Richardson, Senate
Honorable Michael Smith, House of Representatives
Honorable Kim Williams, House of Representatives

Judicial Members - 3 (Alphabetical order)

President Judge Jan Jurden - Superior Court

Judge Katherine Mayer - Court of Common Pleas

Commissioner Loretta Young – Family Court

State Agencies - 10

Criminal Justice-related - 4

Christian Kervick – Executive Director, Criminal Justice Council

Daniel Meadows – Lieutenant Colonel, Delaware State Police

Lisa Minutola, Esq. – Chief of Legal Services, Office of Defense Services

Abigail Rodgers, Deputy Attorney General, Director of Family Division, Department of Justice

Other Executive Branch agencies - 6

Pam Lilly –Department of Transportation

* Mary McDonough – Department of Health and Social Services (until August 2022)

Megan Miller – Division of Professional Regulation

Brian Moore –Department of Education

Trenee Parker – Department of Children, Youth & Their Families

T’Nika Wilmore – Department of Labor

*With transfer to CJC on 9/1/22, DHSS rep status ended. New DHSS rep to be appointed.

POLICY DIRECTOR'S REPORT

Consistent with the focus on *action*, the Council has been active this past year. Here are some highlights:

***February & Amy's Law** – this is the key development this year as it sets the foundation for this Council to truly begin to address its statutory mandates, which were previously unfunded. This law has a fiscal note that, for the first time since the Human Trafficking Law was enacted in 2014, provides the Council with funds to hire full-time staff positions, including an Executive Director**.

What a game-changer for this Council to be able to hire three full-time staff to provide substantive and administrative support to the Council. Hopefully, a secondary benefit will be to slow down the “revolving door” of PT staff, thanks to health insurance, sick leave, and other employee benefits. The continuity of staff would benefit the Council tremendously.

The three main changes brought by this law are:

- Staffing - State funding for an Executive Director position along with 2 other FT staffers. There will also be 1 PT casual/seasonal position. (PT positions do not carry employee benefits.)
- Transfer - the Council moves from the Department of Health (DHSS) & Social Services to the Criminal Justice Council (CJC), and
- Name Change - from the Human Trafficking Interagency Coordinating Council (HTICC) to the Delaware Anti-Trafficking Action Council (DATAC).

***Labor Trafficking Workgroup** – recently started an effort for our Council to begin to focus on labor trafficking and learn more about it, including its status in our State. A summary is contained in the Committee/Workgroup section, found later in this report.

***Expanded Community Outreach** – to include incarcerated women at Baylor Prison and the Hazel D. Plant Treatment Center. An extremely high percentage of women prisoners in our country have been prostituted/trafficked for sex. In fact, some pimps/traffickers put money into the Commissary accounts of particularly vulnerable prisoners as a recruitment tool. These so-called “Uncles” expect the women to repay their debt by joining the pimp/trafficker’s “stable” following the women’s release from prison.

- *Workshops conducted in both DOC women’s facilities* by The Avery Center, a national sex trafficking nonprofit co-founded by Megan Lundstrom, a trafficking survivor. Two full days of training were provided by Ms. Lundstrom and another survivor, as well as Dr. Angie Henderson, a professor & co-founder of The Avery Center. The Council also distributed a book written by a survivor of sex trafficking to the women prisoners.
- *Book club for women prisoners* – With the support of Warden Emig of Baylor prison, the Council started a book club there, with a focus on survivor-written books and facilitated by a survivor. After the first month, however, it was suspended for various reasons, including COVID. The Council no longer has a survivor on staff. Still, in the future, we hope to serve as a catalyst/liaison for a nonprofit agency to resume this type of prison book club and,

importantly, facilitated by a survivor. Also, Warden Evans of Hazel Plant Treatment Center is interested in starting such a book club at her facility.

***Increased Scope of Community Partners** – the Council reached out to a variety of community groups and nonprofits this year, including the Latino Community Leaders’ Group (convened by Lt. Governor Hall-Long), the Multi-Cultural Judges and Lawyers Section of the DE State Bar Association, La Esperanza, People’s Place, La Red, and the Latin American Community Center, along with Hadassah and the Seeds of Greatness Church in New Castle, which itself hosted an event featuring a trafficking survivor as the guest speaker.

(Please see *Appendix A* – an Op-Ed piece that ran in the Delaware Bar Journal in January 2022 for Human Trafficking Awareness month).

We also appreciate the ongoing partnership with our nonprofit community partners, which primarily focus on services to sex trafficking victims and survivors. (Please see *Appendix B* – Contributions of Nonprofit Partner Agencies – FY’22).

***Large Multi-Day Public Awareness Events** – added some large, multi-day events, including the NASCAR races and the Delaware State Fair. (Please see *Appendix C* – Council-designed labor and sex trafficking brochures for distribution at community events).

Some Recommendations for Future Actions:

- Consistent with its statutory mandate to address *both* labor and sex trafficking, expand the Council’s focus on labor trafficking along with its previous focus on sex trafficking.
- Expand outreach to juveniles, especially those at high risk of sex trafficking, including those aging out of foster care and LGBTQIA kids. LGBTQIA adults are, likewise, at higher risk of sex trafficking.
- Increase the role of survivors of trafficking on the Council and its Committees.
- Increase outreach via social media and other platforms that will reach more people at risk of trafficking and others.
- Increase collaboration with the Domestic Violence Coordinating Council and other DV advocates as there is a great deal of overlap between DV and HT.

******Here is the posting for the Executive Director position. Please spread the word.

1. Executive Director – Delaware Anti-Trafficking Action Council – Job Announcement

The Delaware Anti-trafficking Action Council (DATAC) is recruiting a talented leader for the position of Executive Director. The Executive Director of the Delaware Anti-Trafficking Action Council is appointed by and serves at the pleasure of a majority of the members of the Council. This position requires a candidate who is strongly motivated to fight human trafficking and to help its victims and survivors. This job needs a leader who is a good communicator and thrives on multitasking.

Please see the Position Posting here on the State of Delaware Job site:

<https://www.jobapscloud.com/DE/sup/bulpreview.asp?R1=082222&R2=MUAH09&R3=100700>

Submitted by Mary McDonough, Policy Director

LEGISLATIVE SUMMARY

During FY'22, significant bills were enacted to fight human trafficking and sexual exploitation, and to expand protection and services to victims and those at risk of being crime victims, including the children of our State. A brief summary follows:

February and Amy's Law – Transformational law for the Council

House Bill 398

Primary Sponsor - Rep. Williams

Additional Sponsor – Sen. Poore with 23 Co-Sponsors

This law honors the legacy of the late February O'Donnell, a survivor, and the late Amy Day, a victim services volunteer & founder of the nonprofit, Meet Me At The Well, who were pioneers in helping the victims and survivors of trafficking. As described earlier in the report, this law establishes a FT Executive Director position along with two other FT positions and one PT staff position. It also transfers the Council from DHSS to CJC and changes the name of the Council to the Delaware Anti-Trafficking Action Council (DATAC).

House Bill - 359 – adds protection for the safety of trafficking victims

Primary Sponsor – Rep. Williams

Additional Sponsor – Sen. Poore with 25 Co-Sponsors

Synopsis – “This Act adds victims of human trafficking to the Address Confidentiality Act. Under this program, certain crime victims are provided a substitute address by the Department of Justice so as to protect the participant’s actual address from public disclosure.”

SAFE Package

Senate Bill 289 - expands the scope of the sexual extortion (“sextortion”) law

Primary Sponsor – Sen. Poore

Additional Sponsors – Sen. Brown, Reps. Griffith & Longhurst with 25 Co-Sponsors

Synopsis - “This Act expands the scope of the sexual extortion law to include a) compelling or inducing another person to produce a visual depiction of the person or another who is nude or who is engaging in sexual conduct, and b) threatening to reproduce, distribute, exhibit, publish, transmit, or otherwise disseminate a visual depiction of a person who is nude, or who is engaging in sexual conduct.”

Senate Bill 290 - expands Erin's Law to include pre-K to high school grades & requires schools to train school employees on how to identify "grooming"

Primary Sponsor – Sen. Poore

Additional Sponsors – Sen. Brown & Rep. Williams with 26 Co-Sponsors

Synopsis - "This Act expands Erin's Law to require training and education on issues related to inappropriate relationships between adults and children, such as grooming." It also expands the range of grades covered by Erin's Law from pre-kindergarten to grade 12 for all Delaware public schools. "In addition, the Act expands Erin's Law to require training for school employees on the prevention of inappropriate sexual misconduct, the establishment of appropriate adult and student interactions, and the warning signs of suspected sexual misconduct, with an emphasis on sexual grooming."

Senate Bill 291 - requires school districts & charter schools to adopt a policy on appropriate & inappropriate relationships between school employees, contractors, coaches, and volunteers with students.

Primary Sponsor – Sen. Poore

Additional Sponsors – Sen. Brown, Sturgeon & Rep. Williams with 24 Co-Sponsors

Synopsis - "This Act requires each school district and charter school to adopt a policy regarding appropriate relationships between school employees, contractors, coaches, and volunteers and students." along with additional protective provisions.

Senate Bill 307 - makes "grooming" a stand-alone offense, a felony

Primary Sponsor – Sen. Poore

Additional Sponsors – Sen. Brown, Rep. Longhurst & Griffith with 22 Co-Sponsors

Synopsis - "By outlawing 'grooming,' the State will be explicitly empowered to stop a predator who engages in certain conduct with the intent to entice, persuade, induce, or coerce a child into participating in a sexual act with the perpetrator. A conviction for 'grooming' is a stand-alone offense and is a felony punishable by up to 3 years in jail."

House Bill 428 - closes a gap in Delaware's Child Pornography law

Primary Sponsor – Rep. Longhurst

Additional Sponsor – Sen. Poore with 27 Co-Sponsors

Synopsis - This bill closes a gap in Delaware's child pornography statute by adding "partial nudity" to the definition of "prohibited sexual act." It criminalizes the photographing or filming of a "partially nude" child who is posed in a sexual manner as well as the distribution of such photographs or images.

COMMITTEES/WORKGROUP

Summaries of the activities of the Council's committees for FY'22 follows:

(Please see the rosters of DATAC Committee/Workgroup members in *Appendix D*).

Data Committee:

Chair, Christian Kervick, Criminal Justice Council

The Council used federal (VOCA) funds to contract with The Avery Center for Research & Services to conduct a data study on sex trafficking in Delaware. The data collected during this study were summarized in a March 2022 report, entitled, "*Sex Trafficking – Prevalence, Cost of Risk, and Outreach in Delaware: A Community-Based Sample.*" (Please see Appendix E for the full Avery Center Report).

The lead author, Angie Henderson, Ph. D., is a Professor of Sociology at the University of Northern Colorado and co-founder of The Avery Center. The Avery Center is a nationally-serving nonprofit organization dedicated to helping women exit sex trafficking. Dr. Henderson leads the data collection efforts at The Avery Center. She has published over 25 peer-reviewed journal articles, four book chapters, and two co-authored textbooks.

The purpose of this study was to provide a snapshot of commercial sexual exploitation (CSE) in Delaware using a community-based sample.

Quantitative Data – The Avery Center built predictive models to assess the overall prevalence of commercial sexual exploitation (CSE) in this State "based on total advertisements and individual profiles in Delaware."

The Report's Executive Summary shares the following findings:

"Based on the total number of commercial sex ads in Delaware in 2021 (N=22,700), we estimate that just under a quarter of those advertisements featured a victim of sex trafficking, for a total estimate of 5,189 sex trafficking victims. We also estimate that 1,297 traffickers are associated with or moved those victims through Delaware during the same time frame. Finally, we estimate a total of 16,839 adult male sex buyers in Delaware that contribute to the demand for sex trafficked victims." (Avery Report 2022, at p. 4)

Qualitative Data – The Avery Center relied on its social network of actively exploited persons, which includes over 5,000, mostly adult women, involved in commercial sexual exploitation.

Using this social network, the Avery Center analyzed the commercial sex trade, including those under third-party trafficker control, specifically in Delaware.

For this project, the researchers analyzed all 152 Instagram accounts connected to individuals who advertised in Delaware. Demographically, 33% of this subsample were Black, 49% White, 5% mixed race, and 3% Asian. (Avery Report 2022, p. 3)

To request people to participate in the study for compensated in-depth interviews, The Avery Center advertised in its social media network. It also used the platform, *Freedom Signal*, to do outreach directly to individuals advertising on commercial sex websites.

The researchers conducted in-depth interviews with 15 individuals to gain a deeper understanding of their lived experiences involved in the commercial sex trade in and around Delaware. The findings include the following:

- 20% - resided in Delaware at the time of their exploitation
- 80% - traveled to Delaware only briefly as part of their exploitation
- 40% - indicated that their buyers were military-affiliated
- 25% - were familial sex trafficking victims (experienced sexual exploitation at the hands of family members)

Dr. Henderson described the themes that emerged from the research on CSE in Delaware as follows:

“Themes emerged out of the data surrounding the overall landscape of commercial sexual exploitation in Delaware, including familial trafficking and association with religious groups, interactions with hotel staff, school staff, and law enforcement, buyer characteristics, and financial transactions associated with trafficking victims’ exploitation. These themes are discussed in detail beginning on page 6.” (Avery Report 2022, p. 3).

Juvenile Committee:

Chair – Trenee Parker, DSCYF

Designated Co-Chairs – Danielle Stevenson, DSCYF and Jennifer Perry, Office of Child Advocate (OCA)

Human Trafficking Interagency Coordinating Council

JUVENILE COMMITTEE

LEGISLATIVE CHARGE

No specific legislative charge; The Council convened the Juvenile Committee to ensure Delaware’s response to youth who may be



If you suspect a youth is a victim of trafficking, call the

Labor Trafficking Workgroup:

Co-Chairs: Nina Morales-Perez, La Esperanza; T’Nika Wilmore, DE Dept of Labor; and Mary McDonough, DATAC

This past year, the Council started an exploratory Labor Trafficking Workgroup to learn more about this type of trafficking, and its incidence in our State. The Council is charged with addressing human trafficking in both forms, sex and labor trafficking.

A volunteer, Jack McDonough, stepped up to help get this Workgroup off the ground, and the Council is grateful for his hard work. He and the Policy Director co-chaired this effort. Jack, a former Chief of Federal Probation for the District of Delaware, reached out to his former federal law enforcement contacts as state law enforcement officers and prosecutors were already invited as Council members. Jack also contacted Kent and Sussex County nonprofits, like La Esperanza, People’s Place, and La Red to extend an invitation as well.

A diverse group of people, including Council members and volunteers along with staff of Delaware nonprofits and government agencies, have joined this Workgroup to pool existing knowledge, hear from those with expertise and experience, and learn as much as we can about this issue.

Nonprofits from outside Delaware are also sharing their expertise with us, such as Polaris, the national nonprofit whose Bilingual Coordinator spoke at one of our meetings. Others who have shared their expertise include Justice At Work, (formerly, the Friends of Farmworkers), a legal aid program based in Philadelphia, as well as the Centro de los Derechos del Migrante, with offices in Mexico and the United States.

Along with the learning process, our Workgroup is introducing itself to other Delaware groups, including the Latino Community Leaders group, convened by Lt. Governor Hall-Long, and the Multi-Cultural Lawyers and Judges Section of the Delaware Bar Association, and others.

We are delighted that Nina Morales-Perez, the Bilingual Family Services Program Coordinator of La Esperanza has not only joined our Workgroup but agreed to co-chair it when Jack McDonough got a new job. Also, Nina was recently appointed by the Governor to serve on our Council as a Victim Services Advocate. Another recent development is that T’Nika Wilmore, the Department of Labor representative on the Council, has agreed to serve as a third co-chair.

Legislative Committee:

Co-Chairs - Sherry Long, Restore Delaware, and Mary McDonough, DATAC

The Legislative Committee received legal and technical assistance from Professor Shea Rhodes and her attorney colleagues. The Villanova attorneys attended relevant meetings of this Committee, and Professor Rhodes also provided direct consultation with legislators on technical aspects of bills.

Legislative Committee members were involved in many of the bills summarized in the Legislative Summary, found earlier in this report.

For February & Amy's law, a sizable number of this committee's members attended legislative hearings, including before the Joint Finance Committee. A significant number of committee members also testified in support of the bill at these hearings. The most compelling testimony, hands down, was provided by committee members who are survivors of trafficking.

Public Awareness Committee:

Chair – Diane Glenn – Dover PD

Co-Chair – Johanna Bishop, ED, Wilmington University

Governor Carney

- Signed 2022 Proclamation acknowledging January as Human Trafficking Awareness Month.

Delaware Department of Transportation (DelDOT)

- DelDOT continues to train all new employees on awareness issues around the topic of human trafficking.
- In a joint effort with Delaware State Police, a van was wrapped in human trafficking awareness messages for display and is used as a static display to help promote awareness.
- Maintains human trafficking awareness posters at: The Biden Welcome Center, Smyrna Rest Area, and all four (4) state motor vehicle locations.
- Works collaboratively with Truckers Against Trafficking to educate on the issues of human trafficking.

Region 3 Federal Interagency Anti-Trafficking Task Force

- Established and maintain a collaborative working relationship with the U.S. Department of Health & Human Services, Region 3 Task Force members. Members of Delaware's nonprofit agencies have cross-trained with the federal task force and have been provided with professional training working with youth in foster care.

- The agencies continue to share information on issues surrounding human trafficking and remain committed to collaborating where our goals align to help combat sex and labor trafficking.

Wilmington University

- Since 2020, Wilmington University has delivered 35 webinars related to various aspects of human trafficking. Currently, they are exploring opportunities on YouTube to increase the visibility to the issues surrounding human trafficking. Webinar participants have joined in learning from 31 states and 12 countries.

Light up Blue Campaign

- The Department of Correction, Department of Transportation, and Legislative Hall participated in lighting up their agencies/buildings in blue to support the visual display of support for human trafficking awareness during Human Trafficking Awareness month.

Wear Blue Campaign

- Participation in the event included non-profit agencies, state, and local government agencies to support the cause.

National Night Out

- The Council participated in local law enforcement events in New Castle County, Kent and Sussex Counties.

NASCAR & the Delaware State Fair

- Public awareness campaign and presence at the multi-day NASCAR races at the Dover International Speedway as well as the multi-day Delaware State Fair.

POLARIS

- Discussion held with POLARIS about the hotline reporting process and how the efforts of the national and state level providers can collaboratively work and share information.

Next Steps for 2023

- ❖ Promote awareness about the issue of human trafficking through a series of educational seminars, awareness campaigns, and poster outreach to inform the general public, state and local government agencies and industry workers to the potential indicators and red flags of labor and sex trafficking.
- ❖ Maintain and develop relationships with community organizations to be able to provide resources, information, and services.

- ❖ Create and publish posters with information that can be displayed in the work environment to increase awareness and assistance available to victims of trafficking.

Chair – Diane Glenn – Victim Services Coordinator, Dover PD

Co-Chair – Johanna Bishop, ED, Director, Behavioral Science, Wilmington University

Victim Services Committee:

Chair – Melissa Pennachi, Newark Police Department (retired as Chair, February 2022).

(Mandi Mendoza, newly appointed to the Council’s Survivor position, will be the next Chair)

The VS Committee met in July and November of 2021. There was difficulty getting participation. At our meetings, we discussed updates from agencies and any emerging trends or difficulties facing the HT victim services field. The Victim Resource Survey was sent out but still needs to be completed upon a new Chair(s) coming to the table and getting the Committee up to task with that. The Committee also discussed bringing Polaris in to do a refresher training about how they track cases and refer.

HIGHLIGHTS OF ACTIONS BY COUNCIL MEMBER AGENCIES – FY'22

(In alphabetical order)

Department of Justice

Delaware Department of Justice’s Human Trafficking Unit (“HTU”), unveiled in January 2022, consists of two seasoned prosecutors and one paralegal. The HTU focuses on a holistic approach that emphasizes collaboration with public and nonprofit partners, raising awareness, supporting survivors, engaging in community outreach, and eradicating trafficking through education, prevention, and, when appropriate, prosecution.

Since its inception, HTU has worked to shut down multiple illicit massage establishments (“IMEs”) suspected of human trafficking throughout the state with the help of local and state police, and also through landlord engagement and cooperation. The HTU seeks to shut down these IMEs via criminal charges and civil avenues. The HTU is also a part of MDT Meetings and the Juvenile Trafficking Oversight Team with the Office of the Investigation Coordinator for all juvenile trafficking referrals.

The HTU continues to work on educating others about human trafficking – after presenting earlier in the year to the Public Defender’s Office and the Department of Justice on human trafficking, and later in the year presenting to Nemours and civic clubs on human trafficking. Currently, the HTU has human trafficking charges – both labor and sex – pending for prosecution.

Delaware State Police

[Summary of DSP’s employee training on human trafficking- to be included.]

Department of Transportation (DelDOT)

DelDot won a national award for its Human Trafficking Awareness Campaign. The award was given by the American Association of State Highway & Transportation Officials (AASHTO) Transportation Communication’s (Trans Comm) at its conference in New Mexico in early September 2022.

The award was for the Best Print & Electronic Marketing category for DelDOT’s Human Trafficking Awareness Campaign. The Community Relations team internally created the award-winning campaign to educate on the ways to identify human trafficking in our state to work towards eliminating this serious crime.

Here are DelDot’s FaceBook stats on its Human Trafficking Awareness campaign for FY’22. The number of interactions people had with this FB campaign in the last fiscal year was almost 25,000.

Post Date	Engagement	Likes and Reactions	Shares
7/27/2021	1,770	7	5
8/6/2021	2,006	5	0
8/12/2021	2,335	10	7
8/24/2021	1,882	7	2
9/9/2021	1,437	4	1
10/7/2021	2,264	8	7
11/16/2021	1,674	4	2
12/9/2021	1,478	4	0

Post Date	Engagement	Likes and Reactions	Shares
1/12/2022	2,726	12	11
1/19/2022	1,685	7	4
1/25/2022	1,558	2	2
5/12/2022	2,261	10	5
6/14/2022	955	2	4
7/7/2022	925	0	2
	24,956	82	52

Congratulations to Secretary Majeski and her DelDOT colleagues for their dynamic and consistent commitment to both employee training and increasing public awareness about human trafficking throughout the year. Now, its Community Relations team's HT Awareness Campaign is also a *national* award-winning initiative!

FY22 FINANCIAL REPORT

of the Delaware Anti-Trafficking Action Council* (DATAC)

The Council received its first State funding in FY 22, a one-time allocation of \$95,000. It used this funding for many purposes, including contracts with the Institute to Address Commercial Sexual Exploitation (CSE) at the Villanova Law School as well as with The Avery Center in Colorado, both national sources of expertise in the field of human trafficking (HT).

The Council also used the funds to print and purchase community education materials that we distributed at large community events like the NASCAR races, the Delaware State Fair, and the law-enforcement hosted National Night Out events as well as smaller events like outreach workshops in Baylor Women's Prison and the Hazel D. Plant Treatment Center.

We purchased books written by survivors of sex trafficking for donation to the two DOC facilities for women prisoners, as well as for distribution to non-profit agencies that serve victims/survivors of trafficking, and for government partners like the State Division of Libraries.

Here is a breakdown of the Council's use of its State funds for FY'22:

Contract with the CSE Institute of Villanova School of Law: This contract was for legal services and technical assistance provided over a 6-month period (January – June 2022) that coincided with the Legislative session. The services were provided by Professor Shea Rhodes together with a team including two other attorneys and law students.

Total - \$49,998.00

Contract with The Avery Center: This contract was for training and outreach workshops provided at the two DOC women's facilities. The training workshops were conducted by Megan Lundstrom, an HT survivor and co-founding Director of the Avery Center, and another survivor trainer along with Dr. Angie Henderson, Professor at North Colorado University & co-founder of The Avery Center.

Total - \$10,209.92

Community Education Materials: Council members, staff, and volunteers staffed an informational table at large multi-day events as well as smaller ones statewide. Items with HT messaging were purchased for these community events as well as for events for women prisoners and non-profit agencies. Additionally, a canopy, banner, and personalized tablecloths were purchased to better identify our informational tables. Posters and brochures, in both English and Spanish, for sex and labor trafficking outreach were printed.

Total cost of Com. Ed. materials: \$11,141.70.

Books: Written by survivors of trafficking for distribution to women prisoners, nonprofits that serve HT victims/survivors, and government partners like the State Division of Libraries:

Total - \$8,601.40

Training: Staff attended a two-day online seminar hosted by the federal Dept of Health and Human Services on February 9 & 10, 2022. The Council also invited its members and affiliated volunteers to attend a HT symposium conducted by the Villanova University School of Law on June 7, 2022. Thirteen Council-affiliated persons attended the all-day training. Lastly, the Council also provided lunch for a “Lunch and Learn” seminar at Legislative Hall for legislators and their staff as well as Council members & volunteers on June 14, 2022. Professor Shea Rhodes was the guest speaker.

Total training costs- \$2,269.74

VOCA reimbursement: DHSS Accounting notified the Council on May 20, 2022, that a bill from a prior staff member’s temp agency employment remained outstanding from Oct. 15, 2021. It needed to be paid from State funds as VOCA funds for that grant cycle had been spent by then.

Total - \$3,282.08

REMAINING BALANCE FOR FY23: \$9,497.16

Respectfully submitted,

Stacie Shriver
Administrative Coordinator
Delaware Anti-Trafficking Action Council

*Formerly known as the Human Trafficking Interagency Coordinating Council (HTICC)

Appendix A. Op-ed by Mary McDonough, Esq., Policy Director, DATAC

“Invisible in Plain View” by Mary McDonough, Esq.

Delaware Bar Journal, January 2022 – Human Trafficking Awareness Month

The “Creating Space in the LAW: Leadership, Advocacy & Women” column offers this article outside of our normal publication schedule to acknowledge January as National Slavery and Human Trafficking Prevention Month. In 2010, President Barack Obama chose January as the month to highlight this issue to honor the Emancipation Proclamation, issued by President Abraham Lincoln on January 1, 1863. Please visit www.state.gov/national-slavery-and-human-trafficking-prevention-month/ to learn more about human trafficking and how you can defend against this scourge. Many thanks to our guest columnist for bringing this issue to our attention.

“Invisible in Plain View”

The term “sex trafficking” typically triggers images of internationally smuggled women sold or rented for sex in the U.S. While that scenario, unfortunately, is accurate, it does not reflect all the victims of sex trafficking in this country. A substantial number are American females — adults — as well as children and teens. January is human trafficking awareness month.

There is not much public awareness of sex trafficking or prostitution in any month of the year beyond often stereotypical depictions in the media. The term “prostitution” can elicit images of the glamorized world shown in movies like *Pretty Woman*. As is often the case in the real world, the glamorized world in the movies looks nothing like the world inhabited by the women who participated in a Delaware treatment court for prostituted and trafficked individuals.

When I worked as a Commissioner in the Court of Common Pleas, I suspected that quite a few of the women who appeared before me on nonviolent misdemeanor charges like drug possession and shoplifting were involved in prostitution. However, it was a woman who was in court for not paying a motor vehicle fine who really opened my eyes. This woman, who appeared to be in her late 40s, pleaded with me to send her to prison for the fine she owed. The courtroom was packed, so I asked if she could wait until the end of the court calendar to address her case, and she patiently waited.

When only court personnel were left in the courtroom, I asked the woman why she wanted to be in prison. Through tears, this middle-aged woman explained that her father had put her into prostitution when she was a teenager and that this “life” was all she had known since then. She explained that she had turned to drugs to numb the awful pain and the rest of her life was a blur of prostitution.

The beleaguered woman said she could not take it anymore, explaining why prison would be much better for her. She would have a warm place to stay with three meals a day and be safe from violence and sex with strangers. I explained why I could not sentence her to prison, as she requested. Instead, all I could offer her were referrals to women’s shelters, food programs, and sexual assault counselors.

I did not help her in the ways she truly needed help. And apparently, no one had helped her either when she was young, and became the victim of sex trafficking as a minor when her father became her pimp/trafficker.

How many other prostituted women and kids are “invisible in plain view” in our criminal justice system? If the middle-aged woman in court for a motor vehicle fine had asked simply for a payment plan, she would have given no clue of her traumatized past and present. With the stigma attached to prostitution, it is no wonder it took her decades to disclose what she was going through to people in the criminal justice system.

That woman became the catalyst for starting a treatment court in Delaware; lack of funding could no longer be an obstacle. And it was a survivor of prostitution in our State, the late February O'Donnell, who helped start the Human Trafficking Treatment Court that operated in New Castle County from 2012- 2017. To learn more about this treatment court, please see Mary McDonough & Yolanda Schlabach, *Human Trafficking Court: Lessons Learned, Much More to Do*, Del. Law., Summer 2016.

Some jokingly refer to prostitution as the “oldest profession” but seriously view prostitution as a matter of choice. Whenever February would hear comments like this, she would say, “How many five-year old girls do you know who say, ‘When I grow up, I want to be a prostitute?’” She would more likely consider prostitution the “oldest form of oppression” rather than a profession.

When these victims are children, it is, per se, sex trafficking because minors cannot exercise choice. Once a girl — and the reality is that most victims of commercial sexual exploitation are female — turns 18, is she magically given a choice about whether to engage in “survival sex.” There are not many “exit ramps” from the “life” for these girls, and the reality is that the vast majority of adult women who are prostituted do not have a real choice either. Still, prostituted women often face the same question at times asked of domestic violence victims, “Why doesn’t she just leave?”— with a heavy layer of stigma added.

Suffice to say, sexism and stigma are a toxic combination and are part of the story of commercial sexual exploitation in the U.S. Thankfully, survivors of prostitution and trafficking are a great antidote to this stigma. February O'Donnell's legacy is being carried on today by other survivors. For example, my colleague, Julie Hammersley, MS, a Master's level clinician and survivor, conducts outreach to incarcerated women and residents of the Salvation Army's Restore Now program as well as to homeless women through a program Julie started called the Night Light Project.

Survivors of prostitution and trafficking also have much better vision for spotting currently exploited victims who may otherwise be invisible in plain view. I have learned the most about commercial sexual exploitation from the women who participated in our treatment court over the five years it operated. We need to listen more to the survivors — and more people are beginning to do so. The Delaware Human Trafficking Council, for example, added its first membership position this year for a trafficking survivor to have a voice and a vote at the table.

In thinking about this topic, it is worth considering the role of gender in how we look at prostitution. Few women pay for sex. Typically, men are the customers of prostitution and sex trafficking. Females are usually the ones whose bodies are rented or sold for sex. If the gender roles were reversed, I wonder what impact it would have on public policy. It may improve our collective vision — our ability to see what is currently invisible in plain view — if we consider the role of gender and stigma in trying to help the victims of commercial sexual exploitation.

Mary McDonough is the Policy Director at the Delaware Human Trafficking Council and a retired judicial officer who has worked in public sector jobs for 43 years. The views expressed herein are solely those of the author. They do not represent those of her employers, the Delaware Division of Substance Abuse and Mental Health, and the University of Delaware, where she teaches a course in human trafficking. She can be reached at mary.mcdonough@delaware.gov.

Appendix B. Contributions of Nonprofit Partner Agencies – FY'22

(In alphabetical order)

Meet Me at The Well

Diana Suchodolski, Executive Director



Meet Me at the Well Foundation, 501c3 est. 2015

As a team of survivors and allies, we have continued supporting survivors of trafficking with resources, opportunities, and guidance in holistic approaches to brain-based healing of trauma, such as the SERVE model, to achieve life changing goals.

Results that are Impacting Delaware!

There is a theme to the accomplishments as each participant has chosen to enter helping professions, giving back to the Delaware communities, increasing the number of community service professionals that are so desperately needed. We highlight Survivor accomplishments as a testament to what we have been focusing on in the past year.



- “Ella” graduated from high school and was accepted into the Delaware State University nursing program
- “Alicia” graduated from a Delaware nursing program and began their career as a healthcare professional in Delaware
- “Megan” successfully shifted career paths to a more meaningful profession that allows for more time to be with their children
- “Danielle” was able to explore a new career in social service to give back to the community

Survivors Thrive Thanks to You!

These achievements are made possible through community support, guidance from Highmark, Philanthropy Delaware, and the long-term relationship-based SERVE model that we practice through the following programs:



- The Amy Day Scholarship – provided over \$10,000 in academic supports
- The HEAL Mentorship program – provided over 200 hours of long-term individualized support to improve access to health, empowerment, awareness, and leadership opportunities to achieve survivor led goals.
- Fresh Start Program – provided over \$3,000 in meals, transportation, and housing support.
- Community Engagement Events – provided support for survivors to engage in new experiences that encourage relationship building within their community, such as visiting beaches, museums, amusement parks, and other places they have never had a chance to experience.

For more information:

Diana Suchodolski, Executive Director

Diana.Suchodolski@thewellde.org

302-219-0127

Meet ME at the Well Foundation

1601 Milltown Road, Suite 8

Wilmington, DE 19808

www.thewellde.org

The Salvation Army Delaware

Lauren Arnold, Anti-Human Trafficking Program Manager, Restoration Now

Please view the hyperlink for the attached [Restoration Now brochure](#).

In 2021, **42 total clients were served**, which includes 16 new clients from July-December 2021.

Some demographic information on the 16 new clients : (7) White, (4) Asian, (3)Black, (2)Hispanic.

(4) of these individuals were sex and labor trafficked; (1) labor trafficked; (11) sex trafficked. Ages served: (28-57 years)

2022

In the first half of 2022, 26 new individuals served

Some demographic information on the 41 served: (8) White, (8) Asian, (8)Black, (4) Hispanic

Ages served: (22-51 years)

From July 2021 to June 2022, we were requested to provide a response to FBI/DSP and one Wilmington PD operation(s)involving Illicit Massage Businesses. We were able to connect most of the women with our partners In NYC where they are being given comprehensive case management and housing/employment assistance in NYC. We have also participated in Police Assisted outreaches in the community.

Assistance given by Restoration Now during this time period:

College and Technical Education: \$3,000

Housing: 2 clients into permanent apartment with our partner Survivor Ventures. 10 are active with this partner for Employment Connection and Permanent Housing assistance.

Transitional Housing: 2 Clients are in longer term Transitional Housing locally

Emergency Housing: 14 clients have taken advantage of Emergency housing or shelter

Food and Groceries: \$2,000 in assistance

Other assistance included in our intensive case management is : clothing/furniture,advocacy, Transportation, cell phones, accompaniment to appts, mentorship, resource connection, legal assistance through CLASI MOU and interpretation services.

Training

Trainings included: human trafficking 101, trauma Informed response, case management, survivor panels, etc. Trainings supported staff at NCC EMS, SA/MH facilities, case managers, counselors, nonprofits, University of Delaware, funders and others.

In the second half of 2021 July-December, 9 trainings were conducted. Approximately 154 people were trained. In the first half of 2022, The Salvation Army of Delaware conducted 12 training events. There were approximately 268 trainees. CLASI participated in 2 trainings to support staff in understanding key issues related to housing/fair housing law and to support the community in the dynamics of labor trafficking and services available.

Outreach

The Salvation Army of Delaware conducted several types of outreach activities between January and June 2022, with a focus on direct street outreach. A total of 10 distinct outreach events were completed during the first half of this year. Among these events were Survivor Wellness Days in which any

participant, past or present may come for a day that includes a catered meal, art and wellness projects and building relationships with each other and our staff/volunteers.

Example snapshot of some demographics of the people we served (Jan 22 to June 22)

Table 1: Proportion of clients from vulnerable/at-risk populations* who received services from January to June 2022 (n=41 clients)		
	Number of clients (n)	Percent of clients (%)
Homeless	37	90.2
Physical/cognitive/mental health disabilities	13	31.7
Limited English proficiency	5	12.2
Immigrant/refugees/asylum seekers	5	12.2
LGBTQ identity	2	4.9
Veteran	0	-

* categories are not mutually exclusive

In addition to being trafficked, clients served report other victimizations

Table 2: Proportion of clients receiving services for current or past victimization by frequently reported type of victimization delivered from January to June 2022 (n=41 clients)		
	Number of clients (n)	Percent of clients (%)
Domestic and/or family violence	21	51.2
Adult physical assault	15	36.6
Childhood physical abuse/neglect	13	31.7
Child sexual abuse/assault	12	29.3
Bullying	11	26.8
Adult sexual assault	9	22.0
Adults sexually abused/assaulted as children	9	22.0
Stalking/harassment	6	14.6
Teen dating victimization	6	14.6
Identity theft/fraud/financial crime	4	9.6
Robbery	4	9.6
DUI/DWI incidents	3	7.3
Burglary	3	7.3
Cyber crimes	2	4.9
Gang violence	1	2.4



Zoë Ministries
OF DELAWARE

FY 2022 SUMMARY



COUNSELING

23 clients received clinical counseling & 6 clients received other therapeutic services

EQUINE MENTORSHIP

5 adults & 10 youth participated in equine mentorship where they learned about healthy relationships, self-worth, and trafficking prevention





POP CURRICULUM

595 youth from 12 organizations learned about internet safety & trafficking through 23 presentations

PROFESSIONAL TRAINING

100+ professionals from law enforcement, education, and healthcare learned how to identify signs of trafficking





AWARENESS

784 community members from 17 organizations were educated about the reality of human trafficking in Delaware

RESIDENTIAL

Our 6 bed youth facility will house females ages 12-17. Renovations complete; licensing process under way soon.



Appendix C. Trafficking Awareness Brochures and Posters

WHAT IS SEX TRAFFICKING?

The use of force, fraud, or coercion that results in a commercial sexual act. Any commercial sex with a child is automatically sex trafficking. Force, fraud, or coercion is not necessary if the victim is under the age of 18.

HOW YOU CAN HELP!

1. Educate yourself and others about sex trafficking. Share this brochure.
2. See it, report it! If you believe you have encountered a situation of human trafficking, or if you believe you are a victim of human trafficking, report the information to the National Human Trafficking Hotline (1-888-373-7888).

IF YOU SEE RED FLAGS OF TRAFFICKING OR ARE A VICTIM YOURSELF, PLEASE CONTACT:

National Human Trafficking Hotline:

- Call - 1-888-373-7888
- Text - "BeFree" (233733)
- 24/7 Live Chat-
humantraffickinghotline.org

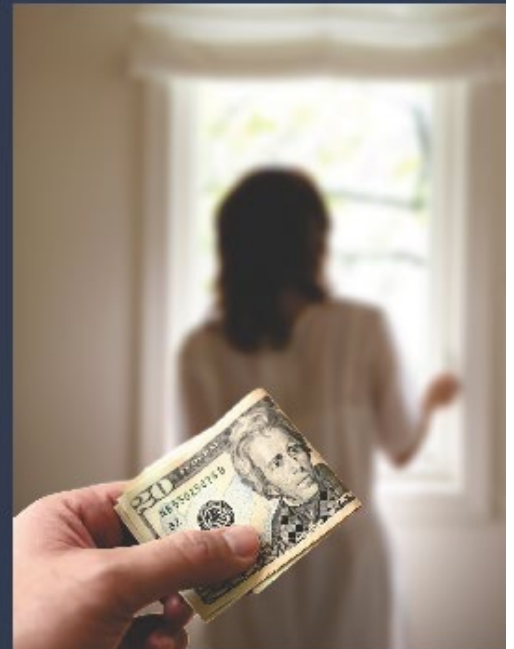
Delaware Victim Center Hotline:

1-800-Victim1
(1-800-842-8461)

Sponsored by the Delaware Anti-Trafficking Action Council (DATAC)

SEX TRAFFICKING

TIPS FOR IDENTIFYING AND RESPONDING TO POTENTIAL SEXUAL EXPLOITATION



Sex Trafficking “Red Flags” - Tri-fold Brochure
(With both National Human Trafficking Hotline & Delaware Victim Center Info)

THE DELAWARE ANTI-TRAFFICKING ACTION COUNCIL (DATAC)

was created by Delaware law to coordinate the State's response to both labor and sex trafficking and to support the victims and survivors of these violations of the law.



RED FLAGS OF SEX TRAFFICKING

Victims of sex trafficking can be anyone. They can be children or adults and any gender. Victims can be U.S. citizens or foreign nationals.

The following signs may be indicators of sex trafficking:

- Evidence of controlling and/or dominating relationships;
- Signs of sexual and/or physical abuse;
- Lack of control over own money/finances;
- Signs of alcohol/drug abuse;
- Inappropriate dress for weather/situation;
- A chaperone or translator at all medical appointments;
- Malnutrition, dehydration, or poor personal hygiene;
- Is not in control of personal IDs or immigration documents;
- Is not free to come and go as they wish;
- Is fearful, anxious, depressed, and/or paranoid.

QUESTIONS TO ASK:

- Can you come and go as you please?
- Where do you sleep and eat?
- Do you feel safe?
- Have you been physically harmed in any way?
- Is anyone forcing you to do something you do not want to do?
- Are you in possession of your own legal documents and/or immigration papers?

NATIONAL HUMAN TRAFFICKING HOTLINE



CALL
1-888-373-7888



TEXT
"BeFree" (233733)



LIVE CHAT
humantraffickinghotline.org

WARNING SIGNS FOR TRAFFICKING

SEÑALES DE ADVERTENCIA DE TRÁFICO

1. "Do Not Disturb" sign used constantly
2. Presence of multiple computers, cell phones, pagers, credit card swipes, or other technology.
3. Excessive amounts of alcohol, illegal drugs, or sex paraphernalia in rooms; condoms in mass quantity, and/or garbage cans containing many used condoms.
4. Refusal of cleaning services for multiple days, especially when excessive linens or amenities are requested.
5. Overly smelly room (cigarette, marijuana, sweat, bodily fluids, and musk).
6. Individuals leaving room infrequently, not at all, or at odd hours; constant flow of men to a room at all hours.
7. Individuals hanging out in lobby, hallways, or outside of the room, or appearing to monitor the area.
8. Excessive foot traffic in and out of a room (or rooms rented by the same person).
9. Minors left alone in room for long periods of time.
10. Excessive number of people staying in a room.
11. Provocative clothing and shoes.
12. Extended stay with few or no personal possessions.
13. Excessive or multiple amounts of personal hygiene products (lubrication, douches, etc.).
14. Presence of photography equipment (cameras, video cameras, lighting, etc.) in room.

1. El uso del rotulo "No Interrumpir" ("Do Not Disturb") se usa constantemente.
2. Hay presencia de muchas computadoras en el cuarto, teléfonos celular, localizadores electrónicos, transacciones de tarjetas de crédito u otras tecnologías.
3. Presencia excesiva de alcohol, drogas ilícitas, o diversos artículos para actividades sexuales como condones utilizados o en multitud.
4. Se rehúsan a aceptar el servicio de limpieza por varios días, especialmente cuando se piden cantidades excesivas de sábanas, fundas, toallas, etc.
5. Cuartos con exceso de olor (humo de cigarrillo, sudor, o olor almizcle).
6. Personas que salen del cuarto de una manera inconstante, nunca salen o salen a horas muy extrañas; flujo continuo de hombres hacia un solo cuarto a toda hora.
7. Individuos permaneciendo en el lobby o los pasillos, dando la apariencia de estar monitoreando el área.
8. Exceso de tráfico a pie, entrando y saliendo del cuarto (o cuartos rentados por la misma persona).
9. Los menores de edad se quedan a solas en el cuarto por periodos de tiempo prolongados.
10. Un número excesivo de personas quedándose en el cuarto.
11. Ropa y zapatos provocativos.
12. Estadía prolongada con muy pocas o ninguna pertenencia personal.
13. Cantidad excesiva o múltiple de uso de higiene personal (lubricantes, lavado vaginal, etc.).
14. Presencia de equipo fotográfico (cámaras, cámaras de video, alumbrado, etc.) en el cuarto.

National Human Trafficking Hotline
1 (888) 373-7888
SMS: 233733 (Text "HELP" or "INFO")

Delaware Victim Services
Toll Free Hotline: 1-800-VICTIM-1
(1-800-842-8461)

Hotel Staff - Breakroom Poster*

Bilingual - English & Spanish

(With both National HT Hotline & Delaware Victim Services' Contact Info)

*Poster designed by Council staff. Plan to reduce the number of "red flags" for future use. This design is likely too busy and condensed to be user-friendly for busy hotel staff in their breakrooms.

Labor Trafficking “Red Flags” - Tri-fold Brochure
English & Spanish Versions
(With both National HT Hotline & Delaware Victim Center Contact Info)

What Is Labor Trafficking?

A crime involving the exploitation of someone for the purpose of compelled labor through force, fraud or coercion. It involves the denial of a person's right to freedom and basic dignity. Labor trafficking is a crime under federal and international law; it is also a crime in every state in the United States, including Delaware.



How You Can Help!

1. Educate yourself and others about labor trafficking. Share this brochure.
2. See it, report it! If you believe you have encountered a situation of labor trafficking, or if you believe you are a victim of labor trafficking, report the information to the National Human Trafficking Hotline (1-888-373-7888).

If you see red flags of trafficking or are a victim yourself, please contact:

National Human Trafficking Hotline:

- Call - 1-888-373-7888
- Text - "BeFree" (233733)
- 24/7 Live Chat-
humantraffickinghotline.org

Delaware Victim Center Hotline:

**1-800-Victim1
(1-800-842-8461)**

Identifying Labor Trafficking



Tips for identifying and responding to potential labor trafficking

The Delaware Anti-Trafficking Action Council (DATAC)

was created by Delaware Law to coordinate the State's response to both labor and sex trafficking and to support the victims and survivors of these violations of the law.



Types of Work Where Labor Trafficking Is Seen Across the U.S.:

- Agriculture
- Processing plants
- Landscaping
- Tourist service Industries - restaurants, hotels, & related businesses
- Construction
- Manufacturing
- Janitorial services

Red Flags of Labor Trafficking

Victims of labor trafficking can be anyone. They can be of any gender, children, or adults. Victims can be U.S. citizens or foreign nationals. Below are common indicators:

- Is not free to leave or come and go as they please;
- Is unpaid, paid very little, or paid only through tips. May have fees/deductions made from their paychecks by employer;
- Works excessively long and/or unusual hours with little or no breaks;
- Works at a job-site with heavy security measures that seem out of place, or the job-site has housing on site;
- Is fearful, anxious, depressed, submissive, tense or nervous/paranoid;
- Avoids eye contact, speaks softly;
- Has few or no personal possessions;
- Is not in control of his/her own money;
- Is not in control of his/her own identification documents and/or immigration documents;
- Is not allowed to speak for themselves or gives scripted/rehearsed responses;
- Inability to clarify where he/she is living/staying;
- Lack of knowledge of whereabouts and/or do not have a sense of time.

Questions To Ask:

- Do you feel safe at your workplace?
- Is the job different from what you expected or were promised?
- Do you owe a debt to your employer?
- Do you feel you can leave if you want to?
- Have you, or your family, been threatened?
- Are you in possession of your own legal documents, including ID and/or Immigration papers?

NATIONAL HUMAN TRAFFICKING HOTLINE



CALL
1-888-373-7888



TEXT
"BeFree" (233733)



LIVE CHAT
humantraffickinghotline.org

Labor Trafficking - "Fast Fashion" - Poster

Target group – high school & college students

(Designed by Chelsea Caplinger - law student & Summer Law Clerk, DOJ Human Trafficking Unit)

IS THERE FAST FASHION IN YOUR CLOSET?



Fast fashion is cheap, trendy clothing that is taken off the runway and put into mass production at record turnaround to meet consumer demand around the world.

Today, the production of clothing is the second most likely product to have been made by labor-trafficked people. There are up to 28 million people in cotton and garment producing countries that may be tied to the fashion industry.
(<https://www.commonobjective.co/article/modern-slavery-and-the-fashion-industry>)

*"For the sake of my family I am forced to do this work. I do not know any other work. Here we are working as slaves . . . They will not allow us to go home."
- 23-year-old worker at a spinning mill.*

93% of workers in the garment-making industry do not make a living wage.
(cleanclothescampaign.org).

Fast fashion is having a dangerous effect on the workers creating the latest trends in your closet.

Take action - say NO to Fast Fashion

- Buy clothing from sustainable clothing brands or businesses. Look for the terms fair trade and sustainable to buy products that were made by people who are paid fair wages.
- Advocate for supply-chain transparency from corporations and other businesses.
- If you cannot afford the higher prices of fair trade/sustainable fashion, buying second-hand clothes is an excellent way to recycle and avoid fast fashion.



If you see red flags of trafficking, or are being trafficked yourself, call the National Human Trafficking Hotline by calling **1-888-373-7888**, texting "**BeFree**" (233733), or 24/7 live chat at **humantraffickinghotline.org**.

Sponsored by the Delaware Anti-Trafficking Action Council (DATAC).

Appendix D. Rosters of Committee/Workgroup Members

Data Committee

Christian Kervick, Executive Director, CJC - Chair

Susan Alfree - US Attorney's Office, Victims' Services

Annamarie McDermott, MSW, Director, Care Management, St. Francis Hospital

Johanna Bishop, Ed.D., CPT, Director, Behavioral Science, Wilmington University

Joanna Champney, Director, Div. Of Substance Abuse & Mental Health

Spencer Price, Exec. Director, DELJIS

Maureen Monagle, Executive Director, Domestic Violence Coordinating Council

Dr. Daniel O'Connell, UD Center for Drug and Health Studies

Trenee Parker, DSCYF

JoAnn Santangelo, Courts

Diana Suchodolski Exec. Director, Meet Me at the Well

Philisa Weidlein, DOC

Tanya Whittle, Courts

Juvenile Committee

Trenee Parker, DSCYF, Chair

Danielle Stevenson, DSCYF –Co-Chair (designee)

Jennifer Perry, DSCYF – Co-Chair (designee)

Sarah Azevedo, DSCYF

Ryan Brabson, DSCYF

Laura Braunsberg, DAG

Caroline Brittingham, DAG

Shana Cipparone, Office of the Child Advocate

Michael Cooksey, DAG

Jen Donahue, Office of the Child Advocate

Katherine Ebaugh, Smyrna PD

Sophia Elliott, DSCYF

Aileen Fink, Div Director, DPBHS

Tina Fountain, DSCYF

Tracey Frazier, DSCYF

Brie Gannon, Criminal Justice Council

Olivia Hearne, DSCYF

Elisa Lehman, Victims' Services, FBI

Anthony Longo, DAG

Lauren Mahler, ODS

Lisa Minutola, Chief of Legal Services, Office of Defense Services
Brian Moore, Program Manager, DOE, DATAC Chair
Susan Murray, DSCYF
Trinette Redinger Ramsey, DSCYF
Joshua Rowley, Detective, Delaware State Police
JoAnn Santangelo, Family Court
Meredith Seitz, Chief Policy Advisor, DSCYF
Marissa Shervin, DSCYF
Jennifer Sieminski, OCA
Natasha Simms, DSCYF
Diana Suchodolski, Exec. Director, Meet Me at the Well
Stephanie Traynor, Dep Director, DPBHS
Sarah Wood, DSCYF
Colleen Woodall, DSCYF
Loretta Young, Commissioner, Family Court

Labor Trafficking Workgroup

Nina Morales-Perez, MSP, CA, La Esperanza, Co-Chair
T’Nika Wilmore, DE Dept of Labor, Co-Chair
Mary McDonough, DATAC Policy Director, Co-Chair

Dwayne Bensing, Esq., ACLU
Johanna Bishop, Ed.D., CPT, Director, Behavioral Science, Wilmington University
Caroline Brittingham, DAG
Oliver Cleary, DAG
Michael Cooksey, DAG
Cynthia DePue, Executive Director, Legal Services Corp of Delaware
Laura Graham, Esq., Deputy Director, DE Community Legal Aid Society
Janine Howard, Esq., DE Volunteers Legal Services
Christopher Lake, FBI
Elisa Lehman, FBI
Sherry Long, Survivor
Daniel Meadows, Lt. Colonel DSP
Jasmine Minhas, ACLU
Meredith Rapkin, Esq., Justice at Work
Rosa Rivera, COO La Red Health Center
Josh Rowley, DSP
Cara Sawyer, Esq., Counsel, Cozen O’Connor

Legislative Committee

Sherry Long, Restore Delaware, Co-Chair

Mary McDonough, DATAC Policy Director, Co-Chair

Caroline Brittingham, DAG

Penelope Duncan, Survivor, Meet Me At The Well

Katherine Ebaugh, Smyrna PD

Diane Glenn, Victim Services, Dover PD

Stephanie Hamilton, Victims Services, Wilmington PD

Kimberly Kardelis, Esq., Zoe Ministries' volunteer

Ian Liston, Esq., Wilson, Sonsisi, Goodrich & Rosati

Pam Lilly, Deputy Director, Community Relations, DelDOT

Debbie Litten, YWCA

Daniel Meadows, Lt. Colonel, DSP

Amanda (Mandi) Mendoza, Survivor, Zoe Ministries' volunteer

Lisa Minutola, Chief of Legal Services, Office of Defense Services

Brian Moore, MBA, DOE, DATAC Chair

Kimberly Murphy, HHS Region 3

The Honorable Nicole Poore, State Senator

Sara Poore, Leg Aide to Senator Bryant Richardson

The Honorable Bryant Richardson, State Senator

Abigail Rodgers, DAG, Head, Family Division, including the HT Unit

Shea Rhodes, Esq., Professor & Director, CSE Institute, Villanova School of Law

Cara Sawyer, Esq., Cozen O'Connor

Meredith Seitz, Chief Policy Advisor, DSCYF

Diana Suchodolski, Exec Director, Meet Me at the Well

The Honorable Kimberly Williams, State Representative

T'Nika Wilmore, Dept of Labor

Erin Young, DOC

Public Awareness Committee

Diane Glenn, Victim Services Coordinator, Dover PD - Chair

Johanna Bishop, Ed.D., CPT, Director, Behavioral Science, Wilmington University Co-Chair

Erin Young, Victim Services, DOC

Katherine Ebaugh, Smyrna PD

Debbie Litten, YWCA Delaware, New Castle Coordinator

Kimberly Murphy, Child Welfare Program Specialist, HHS/ACF/Children's Bureau, Region 3

The Honorable Kimberly Williams, State Representative, 19th District,

Mary McDonough, Policy Director, DATAC, DHSS (now CJC)

Debbie Litten, YWCA Delaware, New Castle Coordinator

Pam Lilly, Deputy Director, Community Relations, DelDOT

Daniel Meadows, Lt Colonel, DSP

Brian Moore, Program Manager DOE, DATAC Chair

Diana Suchodolski, Executive Director, Meet Me at the Well

Nancy Will, Victim Services Specialized Caseload Coordinator, DSP

Sonia Murrey, Wilmington University

T’Nika Wilmore, Department of Labor

Training Committee

Annamarie McDermott, MSW, ACM-SW, Director, Care Management & Social Work, St. Francis Hospital, Chair

Patricia Danner, Regional Outreach Specialist, US Dept of Health & Human Services, Co-Chair

Johanna Bishop, ED, Director, Behavioral Sciences, Wilmington University

Sharon Stevens, Zoe Ministries

T’Nika Wilmore, Delaware Dept of Labor

Corrie Schmitt, Sr. Victim Service Specialist, DE State Police

Brian Moore, Program Manager, DE Dept of Education & Council Chair

Diana Suchodolski, Executive Director, Meet Me At The Well

Lauren Arnold, Director, Restoration Now, Salvation Army

Debbie Litten, Client Services Manager, YWCA

Diane Glenn, Victim Services Coordinator, Dover State Police

Josh Rowley, Detective, DE State Police

Victim Services Committee

**Melissa Pennachi, Victim Services Coordinator, Newark PD— Chair (until 02/28/22)
Incoming Chair, Amanda (Mandi) Mendoza, Newly appointed Council member, Survivor
position.**

Amanda Alcaraz, DVCC

Anneke Cerri, DOC

Susan Alfree, Victims' Services, U.S. Attorney's Office

Lauren Arnold, Program Manager, Restoration Now, Salvation Army

Stephanie Hamilton, Victims' Services, WPD

Jenn Kutney, DOJ

Elisa Lehman, Victims' Services, FBI

Elizabeth McCourt, YWCA

Paige Schmittinger, VCAP

Diana Suchodolski, Executive Director, Meet Me at the Well

Appendix E. Report of the Avery Center: “Sex Trafficking – Prevalence, Cost of Risk, and Outreach in Delaware: A Community Based Sample”, March 2022