

A Strategy for Partnering to Address Human Trafficking for Sexual Exploitation in New Brunswick

Partners for Youth Inc.

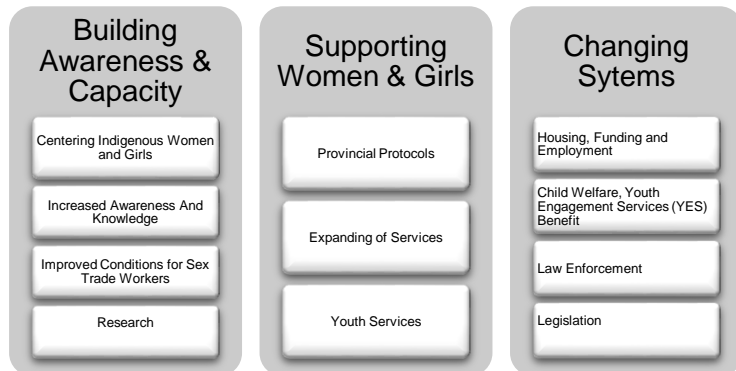
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Executive Summary

Human trafficking is always for the purpose of exploitation, it is the type of labour that varies. This project addresses trafficking for sexualized labour of women and girls and highlights trafficking to be an extreme form of violence against women.

This responsive and proactive Strategic Five Year plan to address Human Trafficking for Sexual Exploitation (HTSE) in New Brunswick builds on the Canadian Women’s Foundation’s report: “NO MORE: Ending Sex- Trafficking in Canada – Report of the National Task Force on Sex Trafficking of Women and Girls in Canada,” from a regional perspective that amplifies the voices of experiential women and girls. This strategy aims to build and strengthen partnerships with stakeholders, specifically those in Indigenous and rural communities while aligning with work related to **Violence Against Women and Girls** in order to address the root causes of HTSE.

Three Pillars were identified through stakeholder engagement and each pillar is divided into priority areas with coordinated activities in support of implementing from a rights-based and trauma informed approach that is also community driven.



This Strategic Plan for moving forward is presented by year and guided by seven essential principles that ensure the needs of experiential women and girls are always at the centre of this strategy. **Priorities** are clearly identified and **Supporting Activities** are outlined with suggested leadership and opportunities for alignment.

Partners for Youth Inc. (PFY) will take on a leadership role for Year One in order to build capacity for subsequent years. PFY was funded for two years of development and one year of implementation. The Strategic Plan calls for additional funding to implement Years Two to Five with a combination of core and project based funding and a creation of a Human Trafficking Leadership Team.

It was identified through the Community Needs Assessment that the conversation around HTSE is complex and will require cross-sectoral collaboration and must be reflective of the needs across regions, communities and municipalities. This strategy highlights that no one person, agency or institution can address HTSE in a linear manner, but will require ongoing responsive efforts to address the root causes of HTSE.

This strategic path forward addresses only the groundwork required to begin addressing HTSE in New Brunswick. Further Calls to Action beyond the scope of this project were identified and will require ongoing community commitment and government leadership in order to address the systemic violences and social issues that are at the centre HTSE – such as racism, ongoing colonialism, poverty, misogyny, and transphobia.

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This strategy reflects a growing national focus on HTSE and highlights the importance of having a community-based strategy for responding to HTSE in NB.

Guiding Principles

This strategy is guided by seven essential principles. These guiding principles acknowledge not only the structural and systemic root causes of HTSE, but also the diverse actions required for intervention and prevention in communities and regions across NB. Integral to the ongoing development of this strategy, they ensure that the needs of experiential women and girls are at the centre of this strategy's ongoing development and revision, as well as its future implementation. These principles are described in more detail below.

1. **Centering Women and Girls:** Experiential women and girls must be at the centre of this strategy. This principle acknowledges the individual needs of all women and girls based on their experiences, identities, and socio-political and economic contexts. By prioritizing experiential women and girls, the strategy likewise prioritizes their self-determination, autonomy, and self-definitions of wellbeing.
2. **Human Rights Framework:** This strategy is grounded in a human rights framework. By utilizing a human rights definition of HTSE, rather than a legal definition (or a moral agenda), this strategy seeks to support women and girls, rather than prioritize the apprehension and prosecution of traffickers (Barrett, 2013). A human rights focus balances the prosecution and punishment of traffickers with the support,

protection, and assistance offered to experiential women and girls. Thus making the state and communities responsible for both, while empowering experiential women and girls to exercise their human rights and amplify their voices (Wijers & Chew, 2010).

3. **Acknowledge Root Causes:** HTSE is the result of multiple, intersecting root causes (CWF, 2014). The strategy must look to the root causes of HTSE, including colonialism, racism, poverty, sexism and misogyny.
4. **Structure and Systems Changes:** HTSE is a social issue that is at the nexus of multiple, intersecting structural and systemic violences (CWF, 2014). In order to respond to the needs and priorities of individual communities and regions, the strategy must in turn seek to address the structural and systemic violences that contribute to, and perpetuate the oppression and victimization of women and girls.
5. **Action-oriented:** Women and girls are experiencing HTSE in the Maritimes more frequently than official reports indicate (Barrett, 2013). As such, the strategy must be action-oriented. It is critical to accomplish concrete changes for women and girls. Focusing on actions also enables the strategy to be flexible and responsive to ongoing changes in the HTSE landscape.
6. **Support Regional Responses:** Each region of NB has a unique set of resources and challenges, and this strategy recognizes the capacity and passion that all regions have for supporting women and girls impacted by HTSE.

7. **Special Protections for Children and Youth:** This strategy recognizes that children and youth who are impacted by HTSE require specialized services and supports (CWF, 2014). Our responses then, must acknowledge the need to create and sustain special protections for those youth impacted by HTSE.

Goals

The goals of this strategy are as follows:

1. To create a foundation on which to build further relationships and partnerships with stakeholders, especially those in Indigenous and rural communities;
2. To create responsive, regional, adaptable action plans to address and respond to cases of HTSE;
3. To align with and build on ongoing work related to violence against women and girls in order to address the root causes of HTSE; and
4. To amplify and listen to the voices of women and girls, including those with lived experiences of trafficking and exploitation.

Pillars & Priorities

This strategy has three pillars: **building awareness and capacity; supporting women and girls;** and **changing systems** (CWF, 2014). Under each pillar are priority areas identified by community members and leaders, partners, and stakeholders throughout NB.

The priorities and actions included in the **Building Awareness and Capacity** pillar are related to developing knowledge of and skills regarding HT, HTSE and other related social issues.

- Centering Indigenous Women & Girls
- Increase Awareness and Knowledge of HTSE in NB
- Awareness & Education for Youth
- Identify and support opportunities to improve conditions for Sex Trade Workers in NB
- Coordination of HT Efforts
- Research

The priorities and actions included in the **Supporting Women and Girls** pillar are related to the direct provision of services and supports for interventions, transitions, and addressing root causes,.

- Provincial Protocols
- Expanding Services
- Youth Services

The priorities and actions included in the **Changing Systems** pillar are focused on legislation, policy-making, enforcement, and accountability.

- Housing
- Child Welfare
- Social Assistance and Youth Engagement Services (YES) Benefit
- Law Enforcement
- Legislation
- Funding
- Employment

Alignments

Since HTSE is at the nexus of many interconnected structural issues, the Strategic Plan and the subsequent Calls to Action necessarily overlap with existing strategies and reports, both provincial and national. This strategy is informed by, and attempts to align with the following documents at this time:

- *The Action Plan for Mental Health in New Brunswick 2011-18*
- *Canada's National Action Plan to Combat Human Trafficking (expired)*
- *Keeping Children and Youth Safe from Harm in New Brunswick (2015)*
- *Hope is a Home: New Brunswick's Housing Strategy (2015)*
- *Moving from Theory to Outcomes: New Brunswick's Crime Prevention and Reduction Strategy (n.d.)*
- *New Brunswick Economic Growth Plan (September 2016)*
- *New Brunswick Family Plan: Advancing Women's Equality (April 2017)*
- *New Brunswick Family Plan: Improving Access to Primary and Acute Care (April 2017)*
- *New Brunswick Family Plan: Reducing Poverty (May 2017)*
- *New Brunswick Family Plan: Supporting Those with Addictions and Mental Health Challenges (May 2017)*
- *New Brunswick Population Growth Strategy 2014-2017*
- *"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada (2014)*
- *Overcoming Poverty Together: The New Brunswick Economic and Social Inclusion Plan 2014-2019*

"[...] complex problems- particularly those such as sex trafficking where the solutions are not obvious- cannot be solved by a single organism or a single intervention. Instead, it requires the collective contributions of all stakeholders towards a shared goal."

Canadian Women's Foundation, 2014. "NO MORE" Ending Sex Trafficking in Canada.

- *Overcoming Barriers: A Coordinated Response to Violence against Immigrant Women in New Brunswick (in development)*
- *Sex Work and Women's Rights: A position statement by the New Brunswick Advisory Council on the Status of Women (June 2008)*
- *Strategic Framework to End Violence Against Wabanaki Women in New Brunswick (under revision)*
- *Truth and Reconciliation Commission of Canada: Calls to Action (2015)*

The Strategic Plan

Acknowledging and accepting the deep complexity of HTSE is necessary to identify respectful, effective, and relevant actions. Indeed, activities to address HTSE in NB must be multi-faceted and require collaboration and co-operation across regions, communities, and municipalities.

The strategic activities included here-in stem from each of the aforementioned priorities, and have been developed and refined through ongoing community conversations. The activities attempt to reflect the needs, realities, resources, and responses of communities throughout NB. The majority of these activities reflect current research on HTSE in North America, and other jurisdiction's strategic responses to HTSE.

Activities

To maximize the utility of this document and the strategy more generally, the following is intended to act as a living document. These activities can, and should be adapted and revised on an ongoing basis. In fact, several key activities require those in leadership positions to take multiple steps to add to, and continue to develop and refine this strategic plan

Year 1 (Year 3 of the Project)

Priorities	Activities	Leadership	Alignments
Building Awareness & Capacity			
Centering Indigenous Women & Girls	<p>Build respectful relationships with Mi'kmaq and Wolastoqewiyik communities, as well as other Indigenous organizations that are interested in participating in and shaping this strategy.</p> <p>Through these relationships build a collaborative process that facilitates discussions of community needs and the corresponding actions to be taken. From these discussions, the strategy should be revised and updated accordingly.</p>		<i>Strategic Framework to End Violence Against Wabanaki Women in New Brunswick</i>
Increase Awareness & Knowledge of Human Trafficking	<p>Organize and host a public launch of <i>The Strategy for Partnering to Address Human Trafficking for Sexual Exploitation and New Brunswick Human Trafficking Guide.</i></p> <p>This event will leverage public engagement on the activities of the strategy and promote awareness about HT and HTSE, and the necessary systemic, community and individual levels of response.</p>	<p>Women's Equality Branch</p> <p>Partners For Youth Inc. /Alliance pro-jeunesse</p>	<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p>
	<p>Develop and disseminate information for the general public based on the <i>New Brunswick Human Trafficking Guide.</i></p> <p>The general public also needs information about HT and HTSE. This information needs to be presented in various formats.</p> <p>To ensure this information is accessible, these resources should be available through various public and private institutions (e.g. libraries, schools, universities, community centres, offices, etc.).</p> <p>While this information should be available in French and English, it should also be available in other languages.</p>		<i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i>

<p>Coordination of Human Trafficking Efforts in NB</p>	<p>Develop an HT Leadership Team to implement, oversee and review this strategy.</p> <p>In order to truly oversee and lead this strategy, this Leadership Team must be active, goal-oriented, and educated on the issues surrounding HT and HTSE. Each member should participate in at least one online training/webinar on HT issues and perspectives (see Appendix D for more information).</p> <p>This team needs to reflect the realities of NB and should aim to include representatives from:</p> <ul style="list-style-type: none"> • Mi'kmaq communities; • Wolastoqewiyik communities; • Indigenous agencies and organization; • Non-profit organizations; • Youth-serving organizations; • Organizations serving Immigrants and Newcomers; • Law enforcement (RCMP & Municipal Police); • Multiple GNB departments; and • Front-line workers. <p>Where safe and when appropriate protocols are in place, extend invitations to experiential women and Sex Trade Workers to participate.</p> <p>The HT Leadership team must identify a team leader, a “home” for the strategy, as well as how the team will accomplish it’s work (e.g. committees, work groups, formalized partnerships with community agencies, etc.)</p>	<p>Partners For Youth Inc. /Alliance pro-jeunesse</p>	
	<p>Host regional events to facilitate ongoing conversations about localized responses to HTSE.</p> <p>These events and meetings will also provide additional opportunities for raising awareness and information sharing about the issues and their impact on women, girls, and communities.</p>	<p>Partners For Youth Inc. /Alliance pro-jeunesse</p>	<p><i>Canada’s National Action Plan to Combat Human Trafficking Moving from Theory to Outcomes: New Brunswick’s Crime Prevention and Reduction Strategy</i></p>

	<p>Strengthen relationships with, and engage GNB departments by inviting them to participate in the HT Leadership team.</p> <p>Specifically the following departments should be engaged and invited:</p> <ul style="list-style-type: none"> • Social Development; • Justice & Public Safety; • Post-secondary Education Training and Labour; • Service New Brunswick; • Aboriginal Affairs Secretariat; • Department of Education and Early Childhood Development; • Department of Tourism, Heritage and Culture; and • Department of Transportation and Infrastructure; and • Health. 	HT Leadership Team	
Supporting Women & Girls			
Provincial Protocols	<p>Coordinate asset-mapping efforts throughout New Brunswick.</p> <p>Various groups and organizations have, or are in the midst of their own asset-mapping activities. These efforts should be coordinated and assembled in order to create a basis upon which to build on for the asset mapping action in Year 2.</p>	Partners For Youth Inc. /Alliance pro-jeunesse	<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>Moving from Theory to Outcomes: New Brunswick's Crime Prevention and Reduction Strategy</i></p> <p><i>New Brunswick Family Plan: Advancing Women's Equality</i></p>
Building Awareness & Capacity			
Identify & Support Opportunities to Improve	<p>Provide law enforcement, front line workers, service providers and community agencies with PIVOT Legal Society "Know Your Rights" information cards. These can be disseminated to STWers and other interested parties.</p>	HT Leadership Team	

<p>Conditions for Sex Trade Workers</p>	<p>Host a provincial dialogue on STW in NB.</p> <p>This dialogue is intended to explore the needs of STWers in the province as well as ways to improve their working conditions and safety. While STWers must be invited to participate and lead this conversation, protocols and guidelines must first be created to ensure that this dialogue is non-criminalizing and as safe as possible for STWers. This dialogue is not intended to centre rescuing or saving STWers, nor should it focus on exiting the trade. Rather this dialogue is intended to open up conversations about the real challenges that STWers face in their work and how provincial partners in this strategy can prevent sexualized labour from becoming exploitative.</p>		<p><i>Sex Work and Women's Rights: A position statement by the New Brunswick Advisory Council on the Status of Women</i></p>
<p>Awareness & Education for Youth</p>	<p>Create a Provincial Youth Violence Prevention Network (PYVPN).</p> <p>Identify and engage service providers who deliver youth violence prevention programming across NB. Develop a mission and vision for this network.</p>	<p>Partners for Youth Inc. / Alliance pro-jeunesse</p>	
<p>Coordination of Human Trafficking Efforts in NB</p>	<p>Carry out a review of Year One of the strategy and make any necessary adjustments to subsequent years.</p>	<p>HT Leadership Team</p>	

Year 2			
Priorities	Activities	Leadership	Alignments
Building Awareness & Capacity			
Centering Indigenous Women & Girls	<p>Continue to build respectful relationships with Mi'kmaq and Wolastoqewiyik communities, as well as other Indigenous organizations. Collaborate to revise and expand the strategy to meet community needs.</p> <p>This action should continue the collaborative process initiated in Year 1, and develop and revise the strategic actions contained within this strategy.</p>		
<p>Increase Awareness & Knowledge of Human Trafficking</p> <p>Identify & Support Opportunities to Improve Conditions for Sex Trade Workers</p>	<p>Develop a core competency training on HT and HTSE</p> <p>The training development process will likely include the repurposing or adapting of existing training materials to fit the NB context.</p> <p>This training should include information about:</p> <ul style="list-style-type: none"> • Types of trafficking and their connections; • A portrait of the issues in NB; • Prevention; • Recruitment and grooming tactics; • Warnings Signs and/or Indicators; • Intervention strategies and assessment tools; • Resources; • Intersectionality and how HT disproportionately impacts people with multiple marginalized identities (including Indigenous women, Immigrant women and women with precarious citizenship status, disabled women, Women of Colour, and trans and queer women); • Root causes • The distinctions between STW and HTSE <p>These trainings should be delivered to government agencies and departments at various levels (including MLAs), law enforcement, health care providers, educators, and community organizations working with women and girls. The training should also be available to the private sector and any other interested parties.</p>	HT Leadership Team	<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p>

	<p>Conduct a scan of the Private Sector, Labour Unions, and Industries in NB that could be engaged as partners in building and sustaining the strategy and addressing issues of HT.</p> <p>The following sectors should be included in this scan:</p> <ul style="list-style-type: none"> • Transportation; • Hospitality & Service; • Agriculture & Fisheries; • Construction; • Manufacturing; and • Energy & Natural Resources. 		
Research	<p>Research other jurisdiction’s current HT public policy and legislation. Summarize findings into a ‘Promising Practices’ report and disseminate.</p> <p>This report will be used to inform future NB HT initiatives. As such, it needs to be disseminated to, and shared with policy makers and government legislators as a first step toward making policy and legislative change in the province.</p> <p>Additionally, certain areas of legislation must be included in this report. Particularly, policies and legislation regarding information sharing both interdepartmentally and between jurisdictions.</p>		<p><i>Moving from Theory to Outcomes: New Brunswick’s Crime Prevention and Reduction Strategy</i></p>
Supporting Women & Girls			
Provincial Protocols	<p>Undertake a provincial asset-mapping project to create a flow chart that identifies and describes programs and services relevant to HTSE in NB. Disseminate to all strategy partners and service providers.</p> <p>This asset-mapping project should explore the possibility of funding and housing a Coordinator position in NB, as well as funding other aspects of the strategy.</p> <p>The resultant flow chart should include:</p> <ul style="list-style-type: none"> • Details about organizations’ mandates and the types of 	HT Leadership Team	<p><i>Canada’s National Action Plan to Combat Human Trafficking</i></p> <p><i>Moving from Theory to Outcomes: New Brunswick’s Crime Prevention and Reduction Strategy</i></p> <p><i>Overcoming Barriers: A Coordinated Response to Violence against</i></p>

	<p>services they provide (including whether they are a faith based service, if they have trans-inclusion policies, etc.)</p> <ul style="list-style-type: none"> • Any conditions for accessing these services (e.g. sobriety); and • Contact and referral information. 		<i>Immigrant Women in New Brunswick</i>
Building Awareness & Capacity			
Awareness & Education for Youth	PYVPN members update their existing violence prevention programs to include information about HTSE and sexual exploitation.	PYVPN	

Year 3			
Priorities	Activities	Leadership	Alignments
Building Awareness & Capacity			
Centering Indigenous Women & Girls	<p>Continue collaboration with Mi'kmaq and Wolastoqewiyik communities, and other Indigenous organizations to select actions for implementation.</p> <p>This activity provides the opportunity for ongoing strategy development and revision.</p>		
Increase Awareness & Knowledge of Human Trafficking	<p>Finish developing core competency training and pilot delivery to service providers, front-line workers and law enforcement.</p> <p>Pilot a minimum of three trainings in Year 3. Feedback from the pilot deliveries should be integrated into the training curriculum and structure.</p>	HT Leadership Team	<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p>
	<p>Continue building relationships and partnerships with the Private Sector, Labour Unions and Industry through awareness raising and information sharing.</p>		

Supporting Women & Girls		
Provincial Protocols	<p>Develop supplemental <i>Provincial Human Trafficking and Exploitation Protocols.</i></p> <p>These protocols should be supplemental to existing Abuse and Neglect protocols in NB, including:</p> <ul style="list-style-type: none"> • Woman Victims of Abuse Protocols; • Child Victims of Abuse and Neglect Protocols; and • Adult Victims of Abuse Protocols. <p>The protocol development process should prioritize research about various service delivery models and approaches that are appropriate for experiential women and girls.</p> <p>The protocols should include information about:</p> <ul style="list-style-type: none"> • An Informed Consent process for sharing information about particular clients across departments and agencies • A Memorandum of Understanding for community agencies and government departments • Emergency and/or Crisis Response Protocols 	<p><i>The Action Plan for Mental Health in New Brunswick 2011-18</i></p> <p><i>Canada’s National Action Plan to Combat Human Trafficking</i></p> <p><i>New Brunswick Family Plan: Supporting Those with Addictions and Mental Health Challenges</i></p> <p><i>Overcoming Barriers: A Coordinated Response to Violence against Immigrant Women in New Brunswick</i></p>
Changing Systems		
Child Welfare	<p>Create an inter-agency working group that is tasked with “traffic-proofing” child welfare systems in NB.</p> <p>This working group should have shared leadership and include non-governmental representatives from:</p> <ul style="list-style-type: none"> • Child and Family Services Agencies in Mi’kmaq and Wolastoqewiyik communities • Non-profit partners • For-profit partners (i.e. Group Homes, Human Services Organizations, etc.) • Various GNB departments • Law enforcement • Foster & Adoptive Parents • New Brunswick Youth in Care Network and other groups of youth in/from care 	<p><i>Canada’s National Action Plan to Combat Human Trafficking</i></p> <p><i>“No More:” Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p> <p><i>Truth and Reconciliation Commission of Canada: Calls to Action</i></p>

	<p>This working group should address the following issues:</p> <ul style="list-style-type: none"> • The Truth and Reconciliation Commission's Calls to Action on Child Welfare, including fully implementing Jordan's Principle; • Practice standards and training for Social Workers, Group Home Staff and Foster Parents; • Information sharing with law enforcement; • Outreach to proactively identify experiential youth; and • Transition programs for youth who are leaving care. 		<i>New Brunswick Family Plan: Supporting Those with Addictions and Mental Health Challenges</i>
Legislation	<p>Implement changes to legislation and policies in order to better support and protect experiential women and girls.</p> <p>Utilize the 'Promising Practices' report (created in Year 2) to engage policy makers and legislators at the Federal, Provincial, and Municipal levels to make the necessary and relevant changes.</p>		<i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i>
Building Awareness & Capacity			
Awareness & Education for Youth	<p>PYVPN members work together to identify how their programs can better reach youth in/from care and custody, and youth who are not attending school.</p>	PYVPN	<i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i>

Year 4			
Priorities	Activities	Leadership	Alignments
Building Awareness & Capacity			
Centering Indigenous Women & Girls	<p>Continue collaboration with Mi'kmaq and Wolastoqewiyik communities, and other Indigenous organizations to select actions for implementation.</p> <p>This activity provides the opportunity for ongoing strategy development and revision.</p>		

<p>Increase Awareness & Knowledge of Human Trafficking</p>	<p>Launch the core competency training piloted in Year 3.</p> <p>Once again, this training should be disseminated to service providers, frontline workers, law enforcement, government agencies and departments at various levels (including MLAs), health care providers, and community organizations working with women, girls and youth. The training should also be available to the private sector and any other interested parties.</p> <p>Trainings need to be revised on an ongoing basis to incorporate feedback from participants, as well as responding to changing HT issues in NB.</p>		<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p>
<p>Coordination of Human Trafficking Efforts in NB</p>	<p>Engage Private Sector, Labour Unions, and Industry (identified in Year 3) as partners in the strategy.</p> <p>Collaborate with these new partners to establish and/or revise actions to carry out within those sectors.</p>	<p>HT Leadership Team</p>	<p><i>"No More:" Ending Sex-Trafficking in Canada: Report of the National Task Force on Sex Trafficking of Women and Girls in Canada</i></p>
<p>Supporting Women & Girls</p>			
<p>Provincial Protocols</p>	<p>Finish developing and implement supplemental <i>Provincial Human Trafficking and Exploitation Protocols.</i></p> <p>Deliver trainings on these protocols to service providers, frontline staff, law enforcement, and other potential users. Utilize multiple communications mechanisms to disseminate information about the supplemental protocols and their use throughout NB.</p>		<p><i>Canada's National Action Plan to Combat Human Trafficking</i></p> <p><i>New Brunswick Family Plan: Supporting Those with Addictions and Mental Health Challenges</i></p> <p><i>Overcoming Barriers: A Coordinated Response to Violence against Immigrant Women in New Brunswick</i></p>

Building Awareness & Capacity			
Awareness & Education for Youth	<p>PYVPN members collaborate to address identifiable gaps in their programming.</p> <p>The following issues should be more clearly addressed by PYVPN members:</p> <ul style="list-style-type: none"> • gender and gender diversity; • supporting parent/guardian’s knowledge-building; and • engaging middle-school students. <p>Using current research and promising practices for youth violence prevention, Network members should work together to adapt their programs to address these and other identified gaps.</p>	PYVPN	

Year 5			
Priorities	Activities	Leadership	Alignments
Building Awareness & Capacity			
Coordination of Human Trafficking Efforts in NB	<p>Carry out a systematic review of the strategy and its actions to date.</p> <p>This systematic review should include a follow-up Community Needs Assessment to identify how the HT and HTSE landscape has changed over the last five years.</p>	HT Leadership Team	

Communications

Given the broad lack of awareness of both HT and HTSE throughout NB, an essential element of this strategy is communications. As with much of this strategy, components related to communications require shifting consideration. HT has such an evolving landscape, with traffickers able to quickly respond and adapt to legislative changes, enforcement agendas, and community initiatives. Our communications need to be equally flexible.

Specific information about key messages, target audiences and communications mechanisms must necessarily evolve and change as the key partners and leadership of this strategy formalizes. As HTSE is emerging as a major social issue, best practices regarding communications and information sharing are still developing. In order to stay ahead of these trends, an essential communications activity of this strategy will be maintaining relationships and connections with ongoing HTSE efforts within other jurisdictions. These relationships are already being developed, and many jurisdictions who are further along with their strategy implementation have been important to shaping this process.

This strategy maintains a dual focus on both internal and external communications.

Internal Communications

In order to implement the strategy, it is important to consider how those partners, participants and leaders will communicate with one another. As the HT Leadership team will be at the centre of discussions on communication, this group will need to work collaboratively and intentionally to decide how to best communicate— both with each other, as well as with new and engaged participants. At present, a key internal communications activity is one-on-one communication. While it

can reasonably be anticipated that the HT Leadership team will want to explore some type of collective information sharing mechanism (e.g. information sharing website, project management tool, etc.), the strategy's focus on building respectful relationships and partnerships relies upon focused, respectful, and empathic one-on-one communications.

External Communications

The strategy also focuses on external communications, or disseminating information about the strategy, as well as HT, more broadly throughout the province. Once again, as the HT Leadership team will be at the centre of discussions on communication, this group will need to work collaboratively and intentionally to identify target audiences and those mechanisms best suited to reach these audiences. Potential communications mechanisms to be considered include: targeted emails, presentations, websites, social media, national hotline(s), pamphlets, summits and/or roundtables, workshops, committees, community discussions and/or town hall style gatherings, as well as participating in numerous community initiatives (e.g. Pow Wows, fairs, marches, gatherings, etc.). The intention of this work is not only to create new communications channels, but to work in connection with communities throughout NB to identify and enhance their existing capacity for external communication about HT and HTSE.

At present, the key external communications activities include:

1. A public launch of both the strategy and the *New Brunswick Human Trafficking Guide*;
2. Information pamphlets and other resources published in multiple languages;
3. Building partnerships and relationships with GNB departments, Mi'kmaq and Wolastoqewiyik communities and other Indigenous organizations, as

well as key industries in the private sector through the multiple communications mechanisms identified above;

4. Developing and delivering core competency training on HT and HTSE to service providers in NB;
5. Creating and disseminating a coordinated HTSE asset map to service providers throughout NB; and
6. Developing and disseminating supplementary *Provincial Human Trafficking and Exploitation Protocols*.

While this dual focus on internal and external communications serves the function of disseminating information about the strategy, it likewise serves to disseminate information about HT and HTSE in NB as well. While these key communications activities are clearly articulated in the strategy, these activities will change and develop to better reflect both the needs of NB organizations, service providers and community leaders, as well as emerging best practices from other jurisdictions.

Collaborations & Partnerships

In order to accomplish the activities outlined above, this strategy will require collaborative and reciprocal partnerships between and among service providers, community agencies, law enforcement, and a variety of government departments. At the core of these collaborations and partnerships will be the HT Leadership team. It is critical that this HT Leadership team include interested Mi'kmaq and Wolastoqewiyik agencies and communities. This will require that relationships be built on trust and reconciliation with an understanding of NB's historical context and ongoing colonial present. A shared respect and affinity needs to be at the centre of these partnerships so that the HT Leadership team can work together to implement the activities.

Collaboration and partnership is necessarily at the centre of implementing the strategy and the HT Leadership team will

make it possible to foster the necessary relationships. These partnerships and collaborations will be solidified through ongoing communications both one-on-one and through a network of communications. These partnerships will also be bolstered through the strategy's alignment with various other projects and strategies. The alignments will facilitate opportunities for a variety of agencies and government departments to find their place within the strategy.

Funding

Funding from the original project is available for implementing Year one of the strategy. However, successful implementation of the strategy will require an additional four years of funding. To implement Years two to five, a combination of core and project-based funding needs to be pursued. Those activities that could be undertaken with project-based funding include: developing the core competency training or supplemental protocols, researching and writing the promising practices report, and of course the logistics of the Provincial Youth Violence Prevention Network. That said, there are many additional activities that reach beyond the possibility of project-based funding, namely the funding required to coordinate ongoing partnership development and strategy revision (e.g. travel, meeting attendance, local community work, etc.).

Ultimately, it will be the responsibility of the HT Leadership team to secure funding to coordinate the activities of this

“Fighting human trafficking requires a multidisciplinary response involving participation from all levels of government.”

People's Law School, 2014 “Human Trafficking in Canada.”

strategy. It is recommended that the HT Leadership team be based in a 'home' agency with a committed Leadership team

member who is funded to support the team's work. Discussions about funding and the sourcing of funding are already in progress and are critical to the success of this strategy.

A Call to Action

While the Strategic Plan above details the activities that need to take place to lay the groundwork required to address HTSE in NB, they do not sufficiently tackle the far-reaching and complex root causes of trafficking and exploitation. As evidenced in the *Community Needs Assessment* and earlier drafts of this plan, communities, partners and other stakeholders in NB want to address the many intersecting social issues that are at the centre of HTSE, specifically racism, ongoing colonialism, poverty, misogyny, and transphobia. As these systemic violences are rooted deeply in NB institutions and organizations, HTSE cannot be addressed in a singular or linear manner, but instead requires many actions that are beyond the capacity of any one project or strategy.

As considerable action must be taken throughout NB, it is not prudent for this strategy to release more recommendations. There are already too many national and provincial reports and strategies whose recommendations are not being acted upon. To address the systemic violences that force women and girls in NB to experience HTSE, a call to action is

required. There is little need for another study, or another review, or another consultation, but there is a need for action. The following actions are not original, they have been well articulated by activists and advocates, and even by national and provincial reports (see *Alignments* section of this document). They require a strong community commitment and government leadership.

While this project and strategy recognize and advance the need for deep structural and systemic changes, it is not within the capacity of those hosting and participating in this project to make these deep social and societal changes alone. These issues necessitate shifting the very ways that we perceive, understand, and engage with one another, our communities, and this land. This strategy must be accompanied by real and sustained efforts to address the systemic violences within NB that allow HTSE to occur. This means listening to, and supporting the long-time work of communities, community leaders, and organizations that are engaging in this essential work. Policy-makers, high level bureaucrats, elected officials and other people with social and political power in NB need to respond to this work and take action to facilitate these deep and complex changes. While it is essential to raise awareness of HTSE and build our provincial knowledge and capacity, without action by government, law enforcement, non-profit organizations, funders, and community members alike, women and girls will continue to experience the sexual violence of exploitation and trafficking.

Building Awareness & Capacity

- **Increase support and funding for Mi'kmaq, Wolastoqewiyik and other Indigenous healing practices. This should include the funding of Indigenous healing centres throughout NB, and increased funding for health and mental health services in Mi'kmaq and Wolastoqewiyik communities.**
- **Incorporate information about sex, sexuality and healthy relationships into the NB school curriculums at all grade levels. This should include discussions of gender, gender inequality, power, and intersectionality and be linked to information about mental health and mental illness, substance use, suicide, and exploitation.**
- **Employ experiential women in the coordination of HTSE efforts, provision of services for other experiential women (including peer support), and in prevention programming for youth and women.**
- **Facilitate the development of a STW Organization or Network that offers peer support and networking opportunities to STWers throughout NB.**
- **Provide trainings to all law enforcement on how to interact with, support, and respect STWers.**
- **In consultation with STWers and other community groups, create law enforcement guidelines for interacting with STWers. These guidelines should centre STWer's safety and autonomy rather than the enforcement of laws. These guidelines should put a stop to the use of deceptive tactics to gather information. Instead, access to services, supports, and remuneration should be offered.**
- **Include information about HT and HTSE at the post-secondary level for students in such professional programs as education, health care, social work, human services, counseling, police foundations, and others.**

Supporting Women & Girls

- **Develop and deliver Indigenous cultural competency trainings to service providers, front-line workers and law enforcement officers.**
- **Address disparities in health and mental health services for Indigenous women and girls in NB.**
- **Ensure that service providers and front-line workers have undergone cultural competency training and are educated about the specific needs of Migrant, Immigrant, and Newcomer women and girls.**
- **Change existing policies that require experiential women and girls to cooperate with law enforcement during investigations in order to access Provincial Victim Services.**
- **Increase the availability of detox and residential treatment beds and services throughout NB. Ensure all of these services are respectful and supportive of Mi'kmaq, Wolastoqewiyik and other Indigenous Peoples, and provide opportunities for and access to healing practices and ceremonies.**
- **Expand and further develop existing long-term trauma counseling programs to improve accessibility and efficacy.**
- **Increase coordination among service providers and outreach workers to provide more effective wrap-around services. This coordination needs to include service providers and outreach workers in Mi'kmaq and Wolastoqewiyik communities and rural communities.**
- **Increase funding and resources for existing housing outreach services, including the creation of more outreach worker positions.**
- **Increase supports available to women navigating the Criminal Justice System through the expansion of the Family Court Support Worker Program, Court Support Volunteer Program, and other victim-support programs.**
- **Increase crisis and transitional housing services for youth by developing a continuum of housing services. Ensure that these services are barrier-free and connected to outreach supports for independent living.**
- **Create youth-specific outreach teams.**

Changing Systems

- All housing programs and services should adopt a Housing First approach.
- Increase access to portable rent supplements, subsidies, and allowances to enable people to live where they choose, rather than tying subsidies to particular units.
- Increase number of quality, affordable housing units available in all communities.
- Develop 2SLGBTQIA (Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual) specific housing programs and services in communities throughout NB. These programs and services must provide support to youth and young adults, as well as older adults and disabled people.
- Increase the Social Assistance monthly rates across programs.
- Make the YES program more accessible by providing youth-friendly information online.
- Increase the monthly YES benefit.
- Remove any waiting period for access to YES Program and benefits. These benefits should be available immediately to all eligible youth.
- Decriminalize women engaged in STW and create legislation to support their working and labour conditions.
- Introduce legislation to provide a guaranteed annual income to all residents of NB. This legislation should additionally include the creation of a livable minimum wage that meets or exceeds this annual income.
- Create legislation to ensure interdepartmental and interagency coordination and communication to ensure that services for women and girls are consistent and comprehensive. In particular, this legislation should allow law enforcement and the Department of Social Development to communicate and coordinate services and supports for youth.

- **Increase employers' understanding and knowledge of the New Brunswick Human Rights Act, particularly recent changes to the Act, which prohibits discrimination based on gender identity or expression.**
- **More broadly distribute and promote information on youth employment programs and grants in NB.**
- **Provide job and employment training to women who have been trafficked and those women who are considering leaving and/or want to leave the sex trade.**
- **Increase safe and meaningful employment opportunities for women, specifically trans women and Migrant, Immigrant, and Newcomer women in NB.**
- **Mandate all law enforcement officers to participate an anti-racism training.**

Areas for Further Development

This strategy has endeavored to highlight how HT and HTSE are both an extreme form of violence and a human rights violation that do not exist in a vacuum, but rather are a part of a landscape of violence against women. The intention of this strategy is to align with and contribute to other actions, activities and strategies to address violence throughout NB. During Partners For Youth Inc.'s efforts to develop this strategy, it became apparent that there are gaps in provincial-level strategic activities to address violence against women and girls.

While it goes beyond the scope of this project, for this strategy to be as successful in addressing HTSE and supporting experiential women and girls, it must be connected to (and a component part of) much larger high-level efforts to address violence against women.

Violence Against Women

While there are many efforts to address violence against women in NB, these efforts often occur in isolation from one another. There are many individual projects that provide essential strategic direction, however there is a need for a broader overarching violence against women strategy to coordinate and unite this work. As such, it is vital that the Government of New Brunswick take the steps required to develop an umbrella strategy to address the multiple types of violence that women and girls face in and across the province. While NB has several mechanisms in place to respond when women and girls experience violence, it is essential that a strategy of this nature be proactive, action-oriented and community coordinated.

While Partners For Youth Inc. recommends that a strategy to

address violence against women is created, it is important to recognize that violence impacts women and girls differently. As this strategy has endeavored to show, violence against women and girls is intersectional, structural and disproportionately impacts some women more than others. In this way, it is essential that any overarching strategy to address violence against women and girls reflect the unique realities for:

- Mi'kmaq, Wolastoqewiyik and other Indigenous women and girls;
- Disabled women and girls;
- Black women and girls;
- Women and girls of Colour;
- Migrant, Immigrant, and Newcomer women and girls; and
- Queer and trans women and girls.

To address these unique realities, each of these identities requires their own strategic actions. These actions must be determined, shaped and implemented by these communities of women and girls. Only a provincial strategy that has multiple branches will be able to recognize and respond to the true breadth of violence in the many communities of NB.

Labour Trafficking

Another form of violence against women that is rarely addressed is labour trafficking. Labour trafficking takes place when various *means* are used to control a person and make them believe that they have to carry out a specific type of work (Canadian Council for Refugees, 2014). Many of the social issues that are at the nexus of HTSE are similarly central to labour trafficking, specifically racism, poverty, and misogyny (Canadian Council for Refugees, 2014). While the focus of this strategy is on HTSE, labour trafficking has emerged as an

issue in NB. During the course of this project, it became all too apparent that labour trafficking requires a focused and deliberate consideration. Discussions of HTSE dominate “the bulk of government actions, pushing out discussions of labour exploitation and other types of forced movement along the way” (Ricard-Guay, May 2016). So while it goes beyond the scope of this project and strategy to describe the state of labour trafficking in NB, project partners and stakeholders identified that there are certainly workers that are being exploited by employers in NB. It is imperative that a meeting/summit be convened to address labour trafficking throughout NB.

While there are many actors who need to be involved in this summit, it is recommended that the Department of Post-Secondary Education, Training, and Labour take the lead on addressing this issue. This meeting may be used to explore the need to coordinate and develop a specific strategy on labour trafficking in NB. The following issues, raised by partners at the first and second Community Roundtables, are recommended discussion topics for such a meeting/summit:

- The Temporary Foreign Worker program;
- Open Work Permits and Temporary Resident Permits;
- Rights-based education for Migrant, Immigrant and Newcomer workers;
- Employment Standards for those who work in the home (i.e. domestic work, cleaning, live-in caregivers), and those being compensated with room and board;
- The availability and accessibility of professional language translation and interpretation services;
- The availability of free and affordable language training opportunities for all Migrants, Immigrants and Newcomers (regardless of their immigration status);
- The third party recruitment system;
- Education for employers on exploitation and the rights

of workers; and

- Information-sharing across department and agencies.

These issues are not unique to NB, in fact they have been well documented throughout jurisdictions in Canada (see Dandurand, Chin & Wilson, 2017; Faraday, 2012; Faraday, 2014, & Kaye, 2015). While many of the actions included in this strategy will raise awareness and build knowledge and capacity throughout the province about HT in general, it is essential that labour trafficking be addressed in a deliberate and strategic fashion.

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