LISTENING SESSIONS ON MEN AND BOYS

EXECUTIVE SUMMARY

In response to recommendations from the U.S. Advisory Council on Human Trafficking, the Office on Trafficking in Persons (OTIP) at the U.S. Department of Health and Human Services funded training and technical assistance activities to increase attention on men and boys as an underserved population. OTIP established a technical working group of subject matter experts and implemented subsequent listening sessions through its National Human Trafficking Training and Technical Assistance Center (NHTTAC).

The Men and Boys Working Group included three survivors and two practitioners with a background in working with male-identifying survivors of human trafficking. The Working Group met from May to June 2020 to make recommendations for the listening sessions' format, learning objectives, structure, and participants. Two listening sessions held in September 2020 provided a forum for attendees to use the Centers for Disease Control and Prevention's (CDC) social-ecological model[1] to create a framework on trafficking of men and boys. The first session explored risk factors and barriers to accessing services. The second session built on the first, exploring protective and resiliency factors to inform enhanced services for men and boys. A summary from these listening sessions is below.

SESSION 1: *ADDRESSING RISK FACTORS AND BARRIERS TO ACCESSING SERVICES FOR MEN AND BOYS* SEPTEMBER 15, 2020

Intended Outcomes

- Provide input to inform federal programming that understands and addresses the stigma associated with help-seeking behavior and barriers to accessing services of men and boys in systems such as health care, behavioral health, social services, education, first responders, foster care, and child welfare.
- Inform the creation of a tool that applies the social-ecological model to identify risk factors affecting men and boys.

Attendees and Facilitators

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[1] Centers for Disease Control and Prevention. (2020). *The social-ecological model: A framework for prevention.* https://www.cdc.gov/violenceprevention/publichealthissue/social-ecologicalmodel.html

A full list of participants for both sessions is available in Appendix A.

Facilitators

- Suleman Masood, Human Trafficking Training and Technical Assistance Specialist, NHTTAC
- Noel Mendoza, Human Trafficking Outreach Program Director, Mosaic Family Services
- Jenna Novak, Deputy Director, NHTTAC
- Suamhirs Piraino-Guzman, Partnerships Manager, King County Mental Illness and Drug Dependency

Welcome and Introductions

NHTTAC Deputy Director Jenna Novak opened the listening session by welcoming the attendees and thanking them for their participation. She also introduced the facilitators and shared logistical considerations for using the Zoom meeting platform. The purpose of the first listening session was to establish a baseline understanding of the full spectrum of the exploitation of men and boys, including risk factors, and to leverage the CDC's social-ecological model to map these factors, shown in Appendix B. Ms. Novak noted that the next session would provide time for the group to undertake a similar process but focus instead on protective factors and building resiliency. The information garnered from both sessions will be used to create a tool for the field to understand what risk and protective factors look like for men and boys. Before the meeting, NHTTAC sent a list of related reading materials and resources to all participants. This list is found in Appendix C.

Commitments and Overview

Ms. Novak offered attendees space to share their commitments to one another that they would honor throughout the breakout sessions, such as providing time for those who do not speak up frequently to share their thoughts and assuming best intentions from others. The commitments are intended to create a more open and safe space for all attendees. NHTTAC made a commitment to participants to (1) intentionally address all forms of human trafficking, (2) acknowledge that trafficking occurs along a spectrum of interrelated forms of violence, and (3) use trauma-informed, culturally and linguistically appropriate, and multidisciplinary approaches.

Ms. Novak then provided an overview of the public health approach to identifying and responding to human trafficking:

- Emphasizes preventive measures designed to decrease the occurrence of human trafficking in the future
- Recognizes that human trafficking is not an isolated incident
- Takes into consideration the social determinants of health (e.g., domestic violence, substance use, poverty, racism, historical trauma) that put people at a higher risk of trafficking
- Emphasizes preventing and treating harms over punitive measures
- Calls for service providers to look beyond the individual they are serving to also consider family, friends, and communities at the societal level and across generations

She also acknowledged potential implicit bias among service providers that could impact their ability to serve clients. Participants considered how their own biases could relate to challenges in working with men and boys.

Facilitator Suamhirs Piraino-Guzman shared additional context to inform participants' understanding of adverse childhood experiences (ACEs) and how they relate to risk factors for trafficking. Two conceptualizations of ACEs are illustrated in Figure 1. Each pyramid demonstrates how the accumulation of ACEs in a person's lifetime can lead to health challenges and, in some cases, early death. The pyramid on the right expands on the original model. The expanded pyramid adds social location and how factors such as race, social condition, local context, and historical trauma are also ACEs that lead to negative outcomes. These negative outcomes could include depression, substance use, poor physical health, suicide attempts, poor academic achievement, and financial stress. ACEs are among the root causes of exploitation and put people at greater risk of human trafficking. Additional risk factors to consider for foreign nationals, particularly foreign national men, could include disconnection from resources and community and lack of familiarity with U.S. social service, criminal justice, and health care systems.

Figure 1: The ACE Pyramid
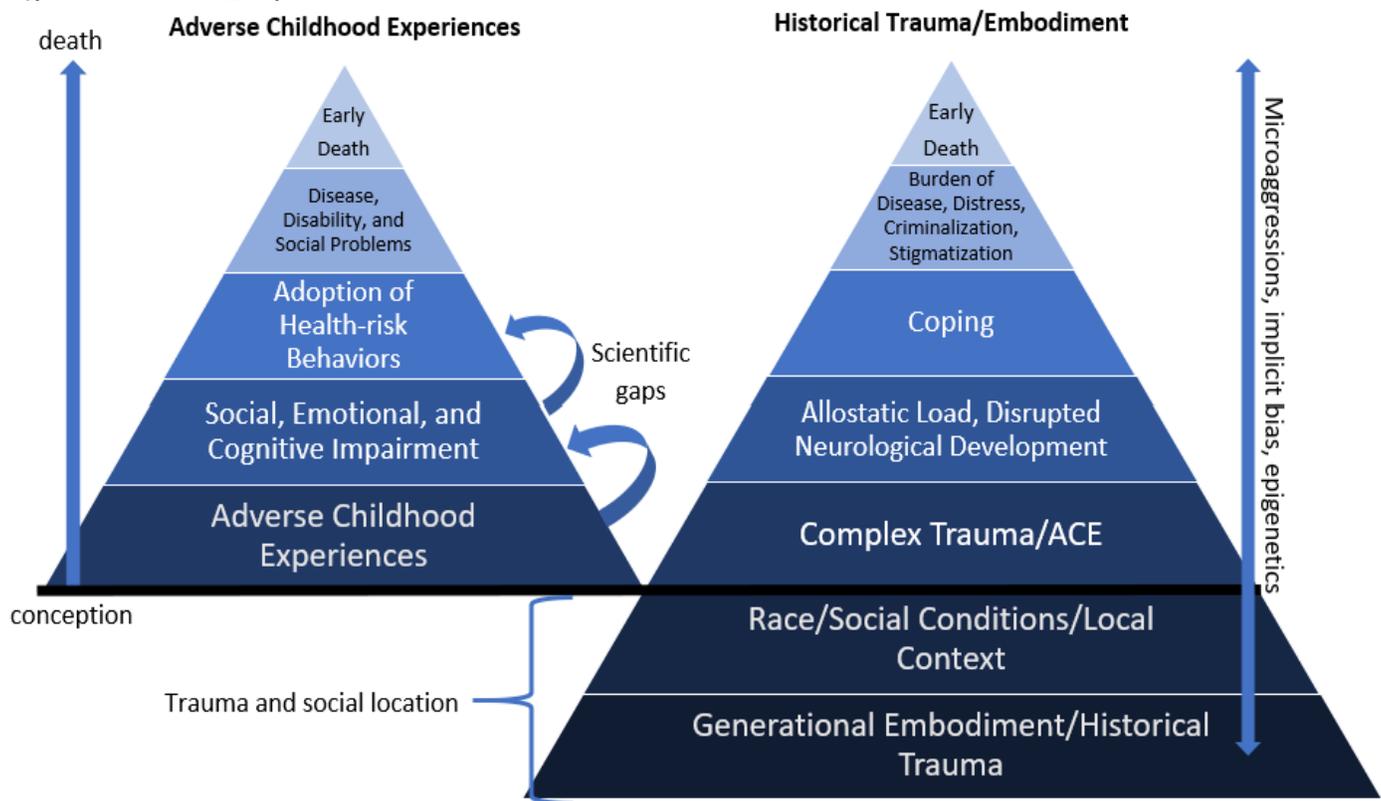
Centers for Disease Control and Prevention. (2016). *Violence prevention: The ACE pyramid* (adapted by RYSE Youth Center). https://www.cdc.gov/violenceprevention/acestudy/about.html

Ms. Novak shared how the CDC's social-ecological model pulls all of these ideas together by providing a framework for identifying the range of factors that influence the occurrence of violence and put people at risk. Once risk factors for violence are identified, it is possible to develop a model for how to prevent its occurrence. The model allows for a deeper dive into understanding the factors that influence human trafficking — in this case, specific to men and boys — in each of the four domains: individual, relationship, community, and societal. The social-ecological model is illustrated in Figure 2.

Figure 2: The Social-Ecological Model: A Framework for Prevention
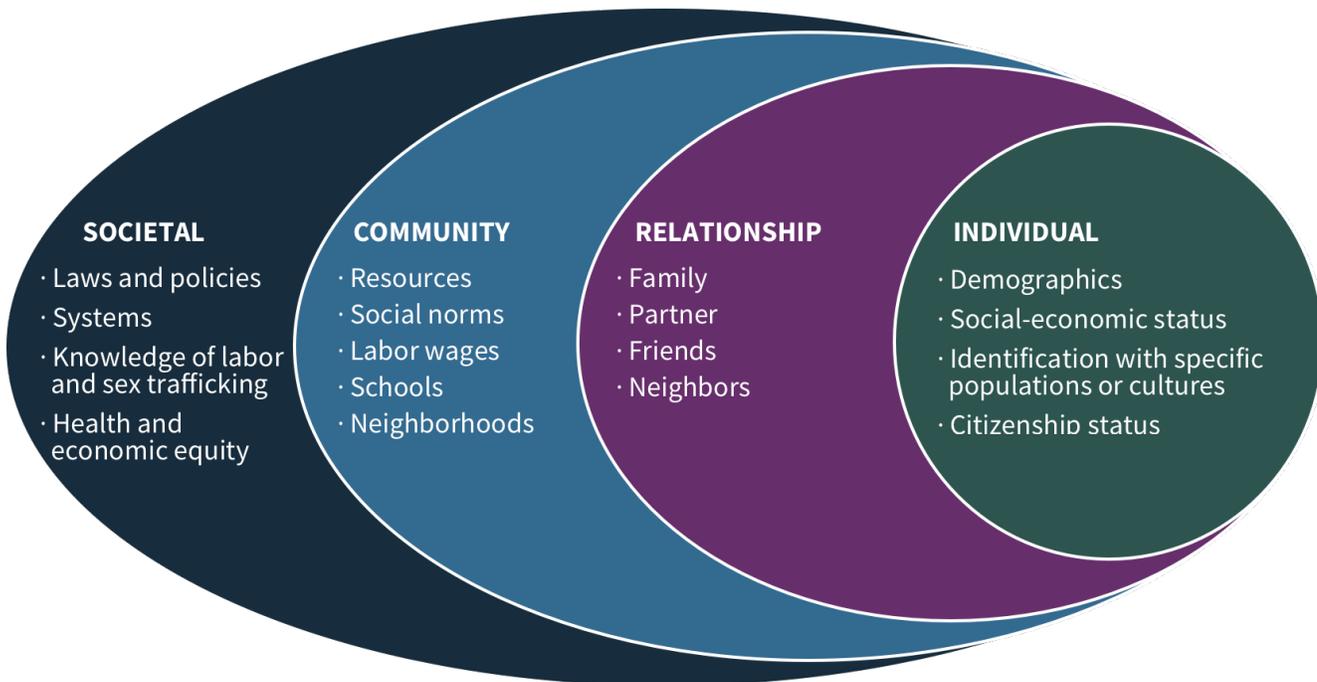
Centers for Disease Control and Prevention. (2020). *The social-ecological model: A framework for prevention.* https://www.cdc.gov/violenceprevention/publichealthissue/social-ecologicalmodel.html

Each domain encompasses specific factors that, when missing, can increase an individual's risk of human trafficking but, when present, may increase protective factors. Examples include:

- **Societal.** Laws and policies can either help or hinder populations at risk of trafficking.
- **Community.** A lack of resources and services at the community level may increase the risk of individuals to be exploited and make it difficult to seek help.
- **Relationship.** Unhealthy or abusive relationships increase the risk of trafficking.
- **Individual.** Social determinants of health can either increase or decrease the risk of trafficking. For example, a person who identifies as LGBTQI and grew up in a low-income, high-crime neighborhood is at greater risk of trafficking.

After outlining the social-ecological model, Ms. Novak explained the logistics of the session's breakout groups, and the attendees split into two groups according to their expertise (i.e., labor or sex

trafficking). Padlet, an online notice board tool, enabled attendees to contribute their thoughts and responses to discussion questions anonymously.

Breakout Session — Labor Trafficking

Before moving into the session's discussion questions, attendees were asked to share changes they observed in how organizations work with men and boys in the anti-trafficking field. Answers included:

- **Moving from the notion that trafficking is primarily about women.** There is a growing awareness that men and boys also experience trafficking.
- **Shifting from thinking of foreign nationals in the context of labor trafficking only.** The field was not thinking as much about what it could mean for men and boys who are U.S. citizens.

Attendees then responded to the following:

1. What are some common barriers for men and boys who would like to receive services?

- **Female-centric services for sex trafficking.** Many organizations do not include labor trafficking in service provision or organizational mission.
- **Lack of guidance or assistance on how to access services.** There is often an assumption among providers that U.S. citizens who experience labor trafficking can go to the U.S. Department of Labor for assistance and easily access services such as housing; organizations do not think about how confusing it can be.
- **Transience.** Many foreign nationals who experience labor trafficking, especially in agriculture, often move around the country and do not settle long enough to access services; as a service provider, it is difficult, if not impossible, to provide services to someone who is constantly on the move to different geographic locations.
- **Lack of priority placed on mental health.** Survivors of trafficking supporting their families are likely to prioritize financial needs over their personal health and mental health needs.

2. What risk factors are associated with male-identified survivors when accessing services? What are some challenges they face?

Participants' responses in the table below have been mapped onto the social-ecological model and edited for clarity and conciseness.

Individual	- Cultural and language barriers - Fear of disclosure due to potential criminalization for forced criminal activity - Home situation where they are supposed to be the "man of the house," so they are willing to do what is necessary to provide - A sense of "invincibility" that makes them believe they can and should "power through" even the most abusive or coercive situations - A need (or desire) to continue working and earning a paycheck despite victimization

Relationship	- Isolation from family, particularly for foreign nationals - Relationship with coworkers (someone may not want to get their coworkers in trouble; reporting abuse may result in an immigration raid that increases risk of deportation for others)
Community	- Perception of domestic survivors forced into criminality as the perpetrator - Reluctance to give one's own name or get help for oneself, but rather, a desire to make it known that a bad person is in a managerial position and to prevent traffickers from inflicting more harm on others - Visa restrictions that prevent some foreign national workers from changing employers
Societal	- The assumption, especially for foreign nationals, that because an industry involves hard labor, it also tolerates coercion (they knew they were going to be working hard, working long hours, or treated unwell); the expectation of exploitation is normalized - Majority of white women at the table who only bring people of color to the table for their perspective when there seems to be a "need" - Stigma of shame and asking for help - Toxic masculinity and gender role expectations in society that make it difficult for boys and men to identify as a victim because they are supposed to be tough and strong - The expectation that someone must want to leave their trafficking situation to be a survivor when many survivors, especially foreign nationals who come to the United States to work and send money home to take care of their families, don't want to get help; they want to keep working

Although the facilitators did not specifically probe for recommendations, attendees shared the following:

- **Mandate training.** Make labor trafficking training and education mandatory in labor workforces that have workers with H2B visas or fields like construction.
- **Reframe the idea of who a victim is and how they behave.** Rid providers of the idea that victims are only those who want to get out or seek help.
- **Encourage greater diversity in the anti-trafficking field.** Ensure that people of color have a prominent seat at the table from the beginning.

Breakout Session — Sex Trafficking

Attendees were asked:

1. What risk factors are associated with male-identified survivors when accessing services? What are some of the challenges they face?

Participants' responses in the table below have been mapped onto the social-ecological model and edited for clarity and conciseness:

Individual	- Feelings of diminishing manhood - Discomfort or unwillingness to seek/ask for help (not knowing how or when to do so) - Lack of understanding of LGBTQI culture by law enforcement and service providers - Identification of male survivors as the perpetrator or criminal versus the victim

	- Lack of help-seeking behaviors (e.g., not shown how or done in different ways than service providers expect)
Relationship	- Intimate partner violence with same gender couples, leading to exploitation - Absence of friends, biological family, or support system that understand what survivor has been through - Familial rejection of sexual orientation or gender identity
Community	- Lack of programs to address male victimization - Assumption by providers that all male survivors are gay - Lack of choice of service provider (e.g., connected to a male when a female is preferred) - Lack of awareness of the issue among providers - Feeling emasculated when reaching out for services or help - Lack of societal recognition that the #metoo movement is also for boys - Lack of training on male sexual victimization in the field of substance use treatment - Fear of systems such as law enforcement (particularly for foreign national survivors) - Systemic issues leading to lack of recognition of male victims (i.e., by law enforcement)
Societal	- Female-centric language in policies around human trafficking - Toxic masculinity: devaluing mental health of male-identifying individuals - Belief that boys and men can't be victims of sex abuse/exploitation - Fear of being outed as gay or perceived as gay - Racism — black and brown male youth are thought of as perpetrators rather than victims - Cultural beliefs about the LGBTQI culture as hypersexualized - Tribal communities not having enough conversation about men and boys who experience trafficking; we are just now starting to discuss all forms of violence against men, boys, and Two-Spirit, gay, and bisexual males - Conflation of sex work and sex trafficking - Lack of awareness of/support for trans-identifying male youth

2. What are some common barriers for men and boys who would like to receive services?
3. What are some of the biggest challenges you see facing adult and child male victims who are part of the LGTBQI community?

- **Lack of education (for providers and individuals who may be experiencing or who are at risk of experiencing trafficking).** There is not enough education provided to men and boys that addresses trafficking and sexual violence specific to male-identifying victims.
- **Inappropriate language and terminology usage.** Some men may be discouraged from coming forward because service providers use language that implies men are more likely to perpetrate violence rather than be victims of it.
- **Lack of awareness of personal biases.** This is particularly important for service providers.
- **Lack of representation among staff.** Male-identified survivors should be leading the work so that other men and boys will come forward to assist. Depending on the service setting, men are less likely to see themselves reflected in staff (e.g., nursing is a predominantly female field).

- **Lack of representation in outreach materials.** Men and boys may not identify with the depictions of human trafficking they commonly see, either in media or from service providers; when they look at the messaging around victims and available services, they do not see themselves. Others may think service providers do not serve males, even if they do, because female-specific language is used in outreach materials or the website appears more "feminine," further perpetuating a female-centric narrative.
- **Fear of being misjudged.** Men and boys may fear being misjudged and labelled.
- **Fear of traumatization.** Men and boys may be retraumatized by the treatment they receive.
- **Incorrect assumptions about men and boys seeking help.** A common assumption is that men and boys who are seeking services identify as gay and therefore receive LGBTQI-specific referrals.
- **Lack of identification.** To receive services, an individual must often first identify as having experienced trafficking.
- **Lack of rapport.** Providers often do not invest the time and effort needed to establish a rapport that leads to help-seeking and the identification of needs.
- **Lack of shelter space.** Shelter space for men and boys can be extremely difficult, if not impossible, to find; long waiting lists for services are also a significant challenge.
- **Lack of appropriate screening tools.** Screening tools are often specific to females. When piloting and implementing new tools, they are often tested with female populations first.
- **Lack of culturally specific approaches and healing techniques.** Particularly in Native communities, service providers often do not integrate culturally appropriate approaches and nuances of language and treatment.
- **Racism.** Black men in particular may be treated as perpetrators and receive punitive action rather than the services they need.
- **Relationship with the legal system/law enforcement.** Men and boys may not want to come forward because of their relationship to the legal system and/or experiences engaging with law enforcement; many simply are not believed when they do come forward or do not trust law enforcement.
- **Lack of understanding among service providers about the experience of human trafficking and how it can impact rapport building.** At the societal level, this lack of understanding can lead to harmful stereotypes and the perpetuation of the Western "ideal" of the male role in society.

4. What recommendations would you make to health care professionals, first responders, and other service providers on how to better identify and engage male-identified survivors?

Training:

- **Provide better training** for staff on how to engage male-identifying victims of trafficking. Also, provide recurring training for staff to become aware of and overcome deeply seeded biases rooted in stereotypes about men and boys.
- **Have an internal process for universal screening** with additional considerations for working with male victims.
- **Develop services that reflect men,** including their views, their changing roles throughout their lifespan, and the corresponding intersections with their health.
- **Meet individuals where they are,** regardless of their addiction or connection to their trafficker.

- **Involve male survivors in trainings** to empower them to challenge stereotypes and change perceptions of survivors.

Identity, particularly LGBTQI and Two-Spirit:

- **Learn the correct language/terminology.** Depending on an individual's preference and particularly when working with Native communities, it is important to keep in mind that Two-Spirit identity is a connection to culture and spirituality. Not all Native people who identify as Two-Spirit will also identify as LGBTQI. Language choice is crucial for both cultural competency and building trust and rapport.
- **Educate about what exploitation may look like in the LGBTQI community.** Men and boys who are experiencing trafficking may not recognize themselves as victims.

Other key recommendations:

- **Take a multidisciplinary approach.** Highlight the nexus between substance use, mental health, human trafficking, and stigma for men seeking treatment.
- **Provide access to a neutral translator for non-English speakers.** The translator should not be an individual's family member, friend, or companion.
- **Use screening and intake procedures across all gender identities.** Remove conditional identity tools and gender-specific screening (although services could differ based on identity).
- **Screen for risk and victimization in offender-focused (or court-mandated) programs.** Focus on programs that serve male-identifying individuals.
- **Create specific peer support groups.** Peer groups will help males achieve interpersonal connection and feel that they are not alone.
- **Be aware of familial trafficking of boys.** Recognize how guardians can also create a barrier to reaching out for services.
- **Develop an identification protocol for use in health care settings.** Include implicit bias training on male victimization, use validated gender-inclusive screening tools, have diverse referral partners, and implement a harm reduction approach (i.e., universal education, anticipatory guidance, and safety planning in a clinical setting; nonjudgmental, noncoercive, targeted approach to treatment that focuses on specific risks and harms, avoiding stigma, and meeting people where they are).[2]
- **Provide general education in the public school system about human trafficking.** Discuss human trafficking as it relates to all genders.
- **Hire a diverse staff to promote gender, racial, and ethnic diversity.** More men working in organizations providing services can show boys and men that they belong in these spaces.
- **Educate health care workers.** They may need to separate patients from any attendant and provide materials about privacy and confidentiality. When the patient is male-identifying, there is often less of an inclination to separate.
- **Market services to boys and men and create spaces that welcome them.**

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[2] National Harm Reduction Coalition. (2020). *Principles of harm reduction.* https://harmreduction.org/about-us/principles-of-harm-reduction/

Overlapping Discussion

When the two breakout groups reunited, facilitators led an overlapping discussion.

1. Do you see any overlaps between risk factors for forced labor and commercial sex?

   - **Homeless male-identifying youth.** This population often experiences a variety of risk factors that make them at risk of sex trafficking, which then creates opportunities for labor trafficking to also take place.
   - **Sexual assault.** A 2016 study conducted in the United Kingdom found that sexual assault is often used as a control tactic in the labor trafficking of males (not just females). The study uses both risk and protective factors to illustrate cases in which there are multiple levels of exploitation.
   - **Effects of toxic masculinity.** Toxic masculinity can stigmatize and limit how boys and men comfortably express themselves, impacting willingness to disclose. This is common to male-identifying individuals who have experienced both labor and sex trafficking.
   - **Commercial sex.** This can be found in labor trafficking and sex trafficking.
   - **Added layer of barriers for men and boys from outside the United States.** Counseling may be unfamiliar or uncomfortable, and machoism may play a role.
   - **Long time horizons.** It may take a long time for male victims to come to terms with and then disclose their experience.
   - **Lack of education among individuals experiencing trafficking.** Some males, particularly in Native and foreign national communities, may not recognize they are experiencing trafficking or know what trafficking is. There is a lack of education in communities, and important conversations are simply not taking place.
   - **Lack of recognition by service providers.** Homeless youth, especially males, may not see themselves as victimized because their needs are being met. Service providers often miss the opportunity to identify them and provide needed services. A key takeaway is the importance of considering how runaway youth can be exploited for labor or sex.

2. Have you, as service providers or in any other role, implemented a particular strategy that helps with identification and response?

   - **Mandate implicit bias training for staff.** When working with nonprofits to implement programs that serve survivors: mandated a 3-day implicit bias training for staff, inclusive of gender biases. Once they identify those, staff can better understand how their language choices can be damaging. Especially in law enforcement and social work, there is a strong tendency to use language that implies that a situation is "because of you" rather than "what happened to you."
   - **Leverage existing tools and services from specific sectors.** In the agricultural sector, employer-provided housing can become a tool of leverage/coercion. In California, fires are exacerbating an already dire housing shortage, creating opportunities for the exploitation of agricultural workers. Service providers can learn from agencies that work with the homeless population already and explore tools that could be applicable to, for example, a worker who is no longer safe at employer-provided housing and has no place to stay.

- **Identify as a survivor (when appropriate).** A male survivor acting in a direct service provision and/or outreach capacity can play an impactful role in educating other men and boys and bringing awareness by serving as a positive example.
- **Create a safe space for healing** by destigmatizing trafficking of men and boys.
- **Educate people about male victimization.** Include domestic violence, child abuse, sexual assault, and forced criminality — before diving deeper into human trafficking specifically.
- **De-emphasize the focus on disclosure or self-identification.** Lack of self-identification can often be a barrier to receiving care; disclosure is not the goal but rather safety, stability, and the ability to succeed.

Mr. Piraino-Guzman closed the session by noting that the distinction between labor and sex trafficking can, in some cases, be problematic and create siloes. There is a hyper-focus on the sex trafficking of females and labor trafficking of males. It is important to equally consider both lenses for both populations. A social-ecological model summarizing the risk factors discussed during the first listening session is provided in Appendix B.

SESSION 2: *IDENTIFYING PROTECTIVE AND RESILIENCY STRATEGIES FOR MEN AND BOYS*
SEPTEMBER 22, 2020

Intended Outcomes

- Identify best practices and strategies for prevention, outreach, and identification of trafficking of men and boys.
- Inform the creation of a tool that applies the social-ecological model to identify protective factors and resiliency that can inform prevention, outreach, and identification of trafficking of male-identified survivors.
- Provide recommendations on how programs, institutions, and systems can be structured to meet the unique needs of men and boys experiencing both labor and sex trafficking.

Welcome and Background

Participants in the first listening session were invited to participate in the second listening session. See Appendix A for a list of attendees. The same facilitators were present and reintroduced themselves. Ms. Novak opened with a welcome, introductory remarks about session logistics, and a renewal of group commitments. Additional pre-meeting materials for this session can be found in Appendix C.

While the first listening session focused on risk factors specific to men and boys, the second session explored potential prevention strategies and protective and resiliency factors. Participants also examined how programs and systems can be structured to meet the needs of men and boys, again following the social-ecological model.

Ms. Novak provided an overview of violence prevention in the context of a public health approach to further inform the discussion. The three levels of prevention are:[3]

1. **Primary:** occurring before an incident takes place (includes implementing policies, creating awareness, disseminating education)
2. **Secondary:** reducing impact on an individual once an incident takes place (includes identifying and responding to immediate needs, connecting to resources)
3. **Tertiary:** softening the impact of long-term consequences and preventing recurrence (includes ongoing behavioral health management, providing support for chronic illness)

Other key terms and concepts for the day's discussion included:[4]

Protective factors. Conditions and attributes of individuals, families, communities, and societies that promote well-being and reduce risk for negative outcomes. These may include substance use treatment, positive adult mentors, skills development, vocational training, community engagement such as afterschool programming, and stable housing. Protective factors are integral to a comprehensive public health approach to trafficking, and they provide a buffer against the risk factors identified in the first listening session that make individuals more vulnerable to negative outcomes.

Healthy relationships serve as a strong protective factor in reducing exposure to trauma and opportunities for exploitation while increasing social capital and available resources. Additionally, social norms that prioritize the safety of everyone in the community may act as a protective factor, even when resources are limited. When mapped onto the social-ecological model, examples of protective factors could include:

- **Individual:** high self-esteem, coping and problem-solving skills, academic achievement
- **Relationship:** supportive relationships with a mentor, coach, peers, or family
- **Community:** after-school activities, safe neighborhoods, connection to culture
- **Society:** coordination of community resources, systems working together, cultural norms

Resilience. Process of adapting well in the face of trauma, tragedy, threats, or significant sources of stress.[5] It involves behaviors, thoughts, and actions that can be learned, developed, and strengthened through connections with others, movement toward goals, and broadening perspectives.

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[3] Office on Trafficking in Persons. (2019). *Definitions and principles to inform human trafficking prevention.* https://www.acf.hhs.gov/sites/default/files/otip/im_definitions_and_principles_of_human_trafficking_prevention.pdf

[4] Ibid.

[5] American Psychological Association. (2012). *Building your resilience*. https://www.apa.org/topics/resilience
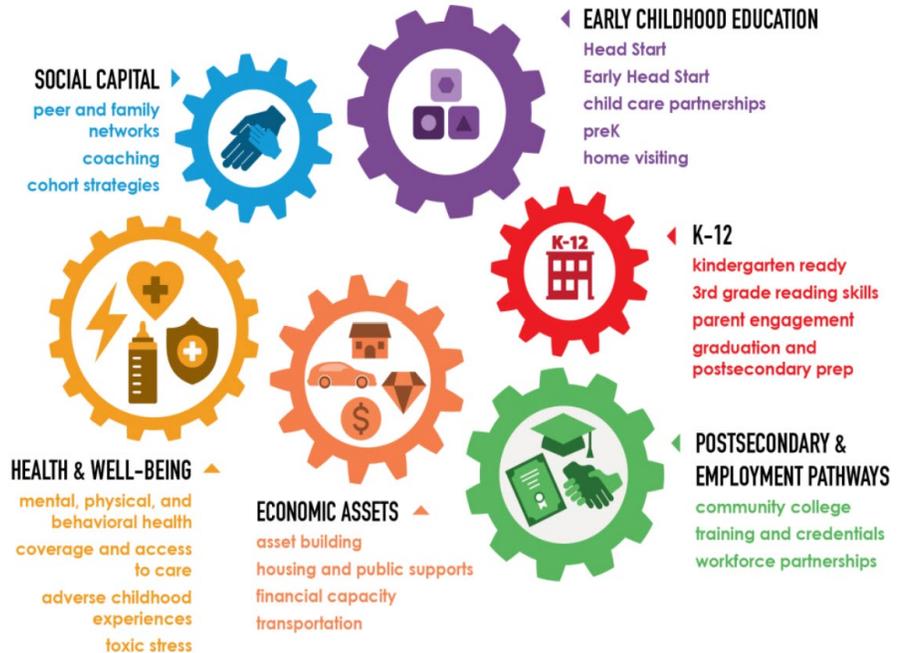
Mr. Mendoza reviewed the **two-generation/whole family** approach to responding to trafficking. These approaches build a family's well-being by simultaneously and meaningfully working with parents and children. The two-generation/whole family approach consists of six core components (see Figure 3. These components build the protective factors and resiliency that ensure an entire family can heal from a trafficking situation.[6]

Mosaic Family Services intentionally implements two-generation/whole family approaches to work with survivors, including refugees and foreign national families with multigenerational households. Mosaic staff recognize that the diverse families with which they work

Figure 3: Two-Generation Approach Core Components

Ascend at the Aspen Institute. (2018). *Two-generation approach core components.* https://ascend.aspeninstitute.org/two-generation/what-is-2gen/

encounter cultural, linguistic, and institutional barriers. The organization therefore intentionally serves not only the individual, but their children, who also navigate complex and unfamiliar systems. Outcomes are also tracked across generations. These additional services help all family members impacted by a trafficking experience break cycles of violence and intergenerational trauma. As historical trauma and systemic injustice becomes more widely recognized, service providers are increasingly seeing the value of this approach.

The group then split into their breakout sessions to discuss protective and resiliency factors for men and boys.

Breakout Session — Labor Trafficking

Facilitators asked attendees:

1. What protective factors are present for men and boys who may be at risk of labor trafficking?

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[6] Ascend at the Aspen Institute. (2018). *What is 2gen?* https://ascend.aspeninstitute.org/two-generation/what-is-2gen/

Participants' responses in the table below have been mapped onto the social-ecological model and edited for clarity and conciseness:

Individual	- Immigration status - Financial and economic stability/socioeconomic status - Financial literacy and financial and social capital - High self-esteem - Involvement in prevention efforts to help others avoid future exploitation
Relationship	- Peer outreach and support - Rapport building that leads to identification of short-, medium-, and long-term needs - Community liaisons who provide direct outreach and build trust - Altering the power dynamic in service delivery to ensure that the survivor is driving the conversation - Addressing fears and anxiety generated by immigration and law enforcement in the work environment - Healthy relationship classes and prevention education specifically designed for boys (case studies that include males, male facilitators, etc.)
Community	- Legal relief (immigration relief or vacatur for forced criminality) - Financial planning resources and assistance - Evidence-based interventions for challenges such as substance use - Partnerships with entities that enforce workplace/ labor requirements - Partnerships with juvenile and criminal justice actors to analyze cases of boys engaged in criminal activity to identify human trafficking more effectively - Partnerships with consulates and other strategic actors - Partnerships with potential employers/job training/vocational training organizations - "Know your rights" training; broader education efforts about the labor force
Societal	- Comprehensive social safety net (e.g., labor rights, general services) - Socializing concepts of masculinity that allow for disclosure of experiences of violence/victimization - Public awareness campaigns about the dignity of work and empowerment to raise awareness of common labor trafficking situations

2. How can protective factors be used to develop effective programming?
3. What are effective strategic models for prevention, outreach, and identification efforts based on relevant data?

- **Providing training and education.** Self-sufficiency, financial literacy (e.g., tax statements and processes), and economic impact strategies; would supplement more traditional services like health care, behavioral health, and social services
- **Increasing trauma-informed emergency and transitional housing available to males.** Following up with programmatic support for financial independence and projecting into the future as part of the healing process (e.g., goal setting)
- **Conducting outreach to farmworkers.** Going directly to those who are far from services to talk with them about their rights, employment laws, indicators of trafficking, and the stigma of male victimhood

- **Transporting individuals who live in remote/rural areas** to accessible medical care and housing
- **Working with the consulate** or mobile consulates to bring services to potential victims of labor trafficking
- **Conducting outreach to incarcerated individuals.** Sharing what human trafficking and exploitation look like, correcting misinformation, and directly addressing the stigma of male victimhood with an at-risk population
- **Addressing information asymmetries.** Thinking through *how* information is provided (e.g., ensuring it is culturally relevant, not overwhelming, through a trusted source, and not female-centric)
- **Providing mental health services and therapy** even though these are westernized concepts and may be unfamiliar to or stigmatized among certain populations (particularly for males)
- **Identifying one's own implicit and explicit bias toward gender** to avoid using harmful language and causing further damage (e.g., perpetrator, john)
- **Taking more time with victims** to give boys enough time to heal and flourish (service providers can be very focused on numbers and achieving their targets)

Breakout Session — Sex Trafficking

Attendees were asked the following question:

1. What protective factors are present for men and boys who may be at risk of sex trafficking?

Participants' responses in the table below have been mapped onto the social-ecological model and edited for clarity and conciseness:

Individual	- Social support/opportunities for positive social involvement (e.g., hobbies, interest groups, clubs) - High self-esteem - Emotional health and connectedness - Creativity, humor, and confidence-building activities - Financial independence and steady employment
Relationship	- Peer supports (individual mentors or group support) - Consistency (e.g., an advocate who stays with the individual throughout healing process) - Male-identifying peer recovery support specialists with history of complex trauma as mentors - Strong adult role model (familial or otherwise) - Staff that represent the community in which they work - Family network
Community	- Engagement with cultural and ethnic communities - Afterschool programs to provide structure and safe spaces for youth - Training for teachers to recognize children who are at risk of trafficking - Community events with male mentorship opportunities - Access to places that foster relationships (e.g., boys clubs and civic engagement spaces) - Community access to affordable housing

	- Workforce-specific initiatives aimed at recruitment and retaining male professionals - LGBTQI-inclusive sex education - Conversations led by people from diverse/marginalized communities about gender roles - Policies and protocols that acknowledge gender nuance and complexities (e.g., toxic masculinity) in schools - Participation in skills training in schools that supports boys in recognizing and developing their natural-born protective factors to keep themselves safe
Societal	- Male-centric anti-trafficking community of practice - Integration of gender-bias training in coalitions, similar to racial equity - Expanding the narrative around victimization to be more inclusive of men and boys, rather than female-centric - Fine-tuning language so men are not seen as the enemy - Emphasizing public health approaches over punitive measures and oppressive systems, such as juvenile justice - Implicit bias training on gender and race - Culturally based health and mental health care - Funding for programs to develop and implement models that dismantle stereotypes of men and boys in service delivery

Mr. Piraino-Guzman noted that, while family can certainly be a protective factor, it can also be a risk factor for those who feel a responsibility to provide for their families (for example, foreign nationals who send money back to their families). Another attendee added that, in her experience, when working with foreign national clients, a crucial first step was to provide a connection to legal representation. That connection can enable access to services and, if missing, prevent access. If legal services can be provided in house, that is preferable because it strengthens trust and rapport with the individual.

2. How can protective factors be used to develop effective programming?
3. What are effective strategic models for prevention, outreach, and identification efforts based on relevant data?

- **Proper training on biases and language usage.** This is crucial but missing. The more layers in an individual's circumstance, the more biases exist, and the more likely it is that person will be overlooked (e.g., a youth who is Black, LGBTQI, and homeless). For LGBTQI youth, this point is critical. Orientation and gender play a role in successfully identifying and supporting youth in the recovery process.
- **Creating space for transgender individuals in the conversation.** There is an additional layer of complexity as they struggle with their gender identity. Further, finding medical information that is not cis-gendered is nearly impossible.
- **More inclusive, trauma-informed shelter options for men and boys.** The term "survival sex" is sometimes used by service providers to imply that boys and LGBTQI individuals were responsible for their own exploitation and therefore are not eligible for trauma-informed, emergency shelters.
- **Fostering greater understanding of the LGBTQI community among service providers.** There is a general lack of understanding about how dangerous it is for members of the LGBTQI community who are experiencing trafficking. The risk is elevated because the trafficker can use a victim's orientation as leverage against them. The trafficker might threaten to reveal orientation, which may be fatal.

- **Including LGBTQI individuals in the conversation with men and boys.** Organizations, such as True Colors, work in this area and serve as a model for how to create a safe space.
- **Greater inclusivity and awareness in the anti-trafficking field of boys and men.** The anti-trafficking field as a whole should be more inclusive, raise awareness about risk, and feature the voices of men and boys more prominently when talking about human trafficking.
- **Greater diversity in outreach and marketing materials.** Female-centric marketing materials may cause males to internalize feelings of shame and stigma.

4. What policy recommendations do you suggest on a multidisciplinary level to address prevention for males at risk of sex trafficking?

- **Adding TVPA language to solicitations.** Building in TVPA language that highlights that when a person is induced to perform sexual acts under the age of 18, they are considered a victim, regardless of force, fraud, or coercion to encourage more inclusive programming
- **Mandating training for foster care social workers.** Providing ongoing, mandatory training for foster care social workers on working with boys who are at risk of trafficking or who may be experiencing trafficking (not only Child Protective Services, but also adoption workers and foster parents)
- **Generating deeper knowledge, education, and expertise about unaccompanied foreign national children.** Raising awareness that these children may be released to sponsors who are not family members and therefore put at an increased risk
- **Strengthening existing programs** so they can more intentionally serve men and boys as a target population
- **Changing language** to open access by making individuals feel more comfortable
- **Encouraging more men and boys to work with institutions to develop policy;** in the anti-trafficking community, many voices with influence are women, creating a very female-centric narrative, resulting in survivors who may not feel that it is a safe space for men and boys to come forward and engage

Overlapping Discussion

When the two breakout groups reunited, facilitators led an overlapping discussion.

1. What similarities and differences have you seen between how U.S. and foreign national survivors access services and the barriers they face?

- **Language.** When an individual does not speak English, service providers can make incorrect assumptions about them.
- **Minors.** They enter two totally different systems, depending on whether they are foreign nationals or U.S. citizens.
- **Resource gaps.** These are exacerbated if an individual does not have the needed documentation, which leads to greater opportunity for exploitation.

2. What prevention and education models have been successful with high-risk males?

- **Outreach and education to men in jail, prison, or juvenile detention** (or who were formerly incarcerated); some individuals align trafficking with females and don't understand what could

be considered exploitation, so they need education on what is exploitive as a preventative measure

- **Pilot projects focused on children involved in gangs** (particularly boys 11–12 years old) who are being exploited or vulnerable to exploitation
- **An initiative by a university professor to share men's stories** of exploitation as means of educating people and breaking down gender norms and stereotypes (could be scaled up to the national level)
- **Sexual health and healthy relationships conversations with youth** that emphasize what a normal, healthy relationship is and is not, regardless of sexual orientation or gender; a group setting creates a platform for reaching boys that can help get the message across to those who may not have disclosed their experience, but indicators are there
- **The Not a #Number prevention curriculum** from Love146, which includes several case studies that resonate with male youth and addresses various risk factors (e.g., substance dependence, foster care, homelessness)
- **Visa restrictions** that limit abusive employers from bringing more people to the United States
- **Partnerships with agencies to bring dental (or other health care) services** to hard-to-reach populations (such as undocumented workers in rural areas), creating opportunities to have conversations about provide labor rights education
- **Partnerships with clinics** that provide services specifically for transgender people
- **A partnership with the National Ad Council**, which found a net gain through a cost-benefit analysis when comparing the cost of an ad campaign to the public health-related costs of under-identifying trafficking
- **Partnerships with general service organizations** that serve not only the target population, but the entire community, to engage and offer services to those who may not have experienced trafficking but still need access to services with the goal of building rapport and trust

3. What services are most requested by males who have experienced trafficking? Which services are requested but unavailable?

- **Employment placement services,** especially for those who are undocumented
- **Legal services** to expunge criminal records associated with trafficking
- **Dental services** for those recovering from substance use disorders
- **Screening tools** that are gender-inclusive and validated for various groups
- **Assistance with remittances** to family living in the survivor's home country
- **Shelter services and inclusive housing,** particularly for transgender individuals
- **Training** on male victimization with simultaneous addiction treatment

4. What policy and practice changes need to occur among first responders and service providers to better serve male victims?

- **Funding prevention education,** particularly for school-aged youth, that is gender inclusive in its language, imagery, and case examples
- **Federal funding** specific to anti-trafficking programs for male-identifying individuals
- **Expanding the definition of "family" in whole family programs** to acknowledge that trafficking may be intra-familial; this may also mean supporting an individual's "chosen family"

rather than focusing on biological family (e.g., LGBTQI youth who have run away from home or were turned out by their biological families)

- **Acknowledging the role of a relationship with at least one safe and trusted adult;** a body of evidence supports the power of this relationship as a protective factor for youth
- **Empowering men and boys to identify their own support system;** providers should also be aware of and recognize an individual's networks
- **Providing access/referrals to legal services** to expunge criminal records associated with trafficking, when needed
- **Emphasizing prevention over punishment,** particularly for men and boys involved in the criminal/juvenile justice system

A social-ecological model illustrating the protective factors discussed during the second listening session is provided in Appendix B.

Final Recommendations

Before closing, the participants shared their final recommendations:

- Create more standardized, evidence-based training on male victimization for child welfare staff, service providers, and law enforcement that aligns with addiction treatment.
- Provide funding for inclusive housing or housing specific to boys and men.
- Create more inclusive screening tools that are not gendered and can be applied in various settings (e.g., health care, re-entry programs).
- Create trauma-informed workforce development programs that specifically serve males who have experienced trafficking.
- Add specific language in RFPs/solicitations that encourages organizations to be more inclusive of males.
- Hold organizations accountable for inclusivity through data and reporting by collecting data on gender.
- Provide funding for services for male victims with substance dependence or mental health challenges.
- Shift the conversation from human trafficking exclusively to exploitation more broadly to ensure men and boys who may be experiencing trafficking (or are at risk of trafficking) are not missed if they do not self-identify.
- Treat runaway prevention as exploitation prevention.
- Educate youth about healthy relationships, especially in the school system, and help them understand what that looks like for males as well as females.
- Require grantees to have subgrantees or partners that connect with men and boys.
- Use consistent messaging that includes quantitative data and survivor stories that reflect men and boys' experiences over time.

Appendix A: Listening Session Attendees

Name	Organization	Title	Location
Stephanie Bratnick	International Rescue Committee	Anti-Trafficking Program Manager	Sacramento, CA
Jessa Crisp	BridgeHope	Founder	Denver, CO
Dr. Meredith Dank	Exploitation and Resiliency Project at John Jay College	Professor/Subject Matter Expert	New York, NY
James Dold	Human Rights for Kids	CEO and Founder	Washington, DC
Nathan Earl	Ark of Freedom Alliance	Executive Director	Miami, FL
Jerome Elam	Trafficking in America Task Force	President and CEO	N/A
Diana Fimbres	Polaris Project	Program Manager, Strategic Initiatives, Labor Trafficking	Washington, DC
Eric Harris		Human Trafficking Field Consultant, BSW	Anderson, IN
Maja Hasic	Tapestri, Inc.	Anti-Human Trafficking Program Director	Atlanta, GA
Lenny Hayes	Tate Topa Consulting	Founder/Owner	Mounds View, MN
Jimmy Lopez	N/A	Subject Matter Expert and Advocate	Los Angeles, CA
Judge Robert Lung	18th Judicial District, CO	District Court Judge	Douglas County, CO
Gonzalo Martinez de Vedia	Buffett-McCain Initiative	Program Manager	Phoenix, AZ and parts of Texas
Laura Murphy	Modern Slavery Research Project at Loyola University of New Orleans	Director, Professor/Subject Matter Expert	New Orleans, LA
Steven Procopio	Procopio Consultants	Independent LCSW	Boston, MA
Norene Roberts	Children's Justice Center of King County	Multidisciplinary Team Coordinator and Facilitator	Seattle, WA
K.D. Roche	Self-Employed	Human Trafficking Field Expert, T/TA Specialist	Indianapolis, IN
Karen Romero	Freedom Network USA	Freedom Network Training Institute Director	Washington, DC
Anna Smith	ICF	Senior Human Trafficking Training and Technical Assistance Specialist	Aurora, CO
Tonya Turner	Unitas North America	Education and Program Director	NYC, NY
Federal Staff			
Katherine Chon	Office on Trafficking in Persons, HHS	Director	Washington, DC
Sharron Fletcher	Office for Victims of Crime, DOJ	Lead Victim Justice Program Specialist	Washington, DC
Damien Frierson	Family & Youth Services Bureau, HHS	Family Violence Program Specialist	Washington, DC
Sara Gilmer	Office for Victims of Crime, DOJ	Human Trafficking Team Lead	Washington, DC

Renee Huffman	Office to Monitor and Combat Trafficking in Persons, DOS		Washington, DC
Melissa Milam	Human Trafficking Prosecution Unit, DOJ	Victim Services Coordinator	Washington, DC
Cynthia Pappas	Office of Juvenile Justice and Delinquency Prevention, DOJ	Senior Policy Advisor	Washington, DC
Elizabeth Pfenning	Office on Trafficking in Persons, HHS	Capacity Building Specialist	Washington, DC
Shannon Sigamoni	Office on Trafficking in Persons, HHS	Program Specialist	Washington, DC
Jerrica Watson	Department of Justice		Washington, DC

Appendix B: Social-Ecological Models

The models below summarize and synthesize the information gathered from the two listening sessions across breakout groups.

Trafficking of Men and Boys: Risk Factors

Individual
- Cultural and language barriers
- Fear of disclosure
- Gender identity
- Perceived gender roles in household
- Desire to continue working to provide for family
- Fear of being outed or perceived as gay
- Discomfort asking for help

Relationship
- Isolation from family
- Familial rejection of identity/orientation
- Relationship with coworkers (fear of getting them in trouble)
- Intimate partner violence

Community
- Propensity of community to view males as perpetrators rather than victims
- Lack of representation of males in services and anti-trafficking community
- Lack of services unique to men and boys
- Lack of appropriate training on identification and response of men and boys

Societal
- Stigma/shame among men and boys about asking for help
- Societal gender norms
- Toxic masculinity
- Female-centric narrative and policies on human trafficking
- Racism
- Hypersexualization and misrepresentation of LGBTQI culture
- Lack of representation of men and boys in media and promotional materials

Trafficking of Men and Boys: Protective Factors

Individual
- Self-esteem
- Skillset training to identify natural born protective factors
- Emotional health and connectedness
- Financial independence and steady employment
- Legal status (immigration and/or vacatur)

Relationship
- Peer support from other men and boys
- Consistent advocacy for men and boys
- Male-identifying recovery support specialists with history of complex trauma
- Staff that represent the community in which they work
- Strong male adult role models
- Rapport-building with individuals seeking services
- Community liaisons
- Substance use treatment

Community
- Regular, evidence-based training for staff and law enforcement
- Engagement with cultural and ethnic communities
- After-school programs and community events that provide safe space for male-identifying youth
- Workforce-specific intiatives that target men and boys
- Stable and safe housing for men and boys
- Healthy relationship education that is not gendered
- Access to culturally appropriate health services

Societal
- Male-centric community of practice
- Gender-bias training
- Inclusive language and narrative on victimization of men and boys
- Public health approaches rather than focus on punitive systems
- Comprehensive social safety net
- Public awareness campaign on trafficking of men and boys

Appendix C: Pre-Meeting Readings and Resources

Disclaimer: These resources were compiled by NHTTAC in collaboration with subject matter experts in the field and distributed to listening session attendees for informational purposes only. These resources are not endorsed by the U.S. Department of Health and Human Services, Administration for Children and Families, Office on Trafficking in Persons.

Sex Trafficking

- *Male survivors and victims of abuse deserve their own support system*
  https://www.theguardian.com/commentisfree/2019/mar/12/male-victims-abuse-violence-support-policy

- *"Boys" (documentary)*
  https://vimeo.com/ondemand/boysdoc

- *Service providers' perspectives on sex trafficking of male minors: Comparing background and trafficking situations of male and female victims*
  https://doi.org/10.1007/s10560-018-0530-z

Labor Trafficking

- *"Trafficked in America" (documentary)*
  https://www.pbs.org/wgbh/frontline/film/trafficked-in-america/

- *"Potato Slaves" (documentary)*
  https://www.univision.com/especiales/noticias/2020/potato-slaves/index.html

- *A four-year analysis of labor trafficking cases in the United States: Exploring characteristics and labor trafficking patterns*
  https://socialwork.asu.edu/sites/default/files/stir/v9_national_labor_trafficking_study.pdf

- *Human trafficking: The health of males forced into labor trafficking in the United States*
  https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=3083&context=dissertations

Sex and Labor Trafficking

- *Help for men who are being abused*
  https://www.helpguide.org/articles/abuse/help-for-men-who-are-being-abused.htm

- *Labor and sex trafficking among homeless youth: A ten-city study*
  https://oag.ca.gov/sites/all/files/agweb/pdfs/ht/murphy-labor-sex-trafficking-homeless-youth.pdf

- *And boys too: An ECPAT-USA discussion paper about the lack of recognition of the commercial sexual exploitation of boys in the United States*
  https://static1.squarespace.com/static/594970e91b631b3571be12e2/t/5977b2dacd0f688b2b89e6f0/1501016795183/ECPAT-USA_AndBoysToo.pdf

- *We've got your back: How organizations can support male survivors of violence*
  https://www.youtube.com/watch?v=3cc-Je110cw&feature=youtu.be

- *Survivors of sexual abuse and assault reveal an important truth*
  https://youtu.be/2p06x-yumc0