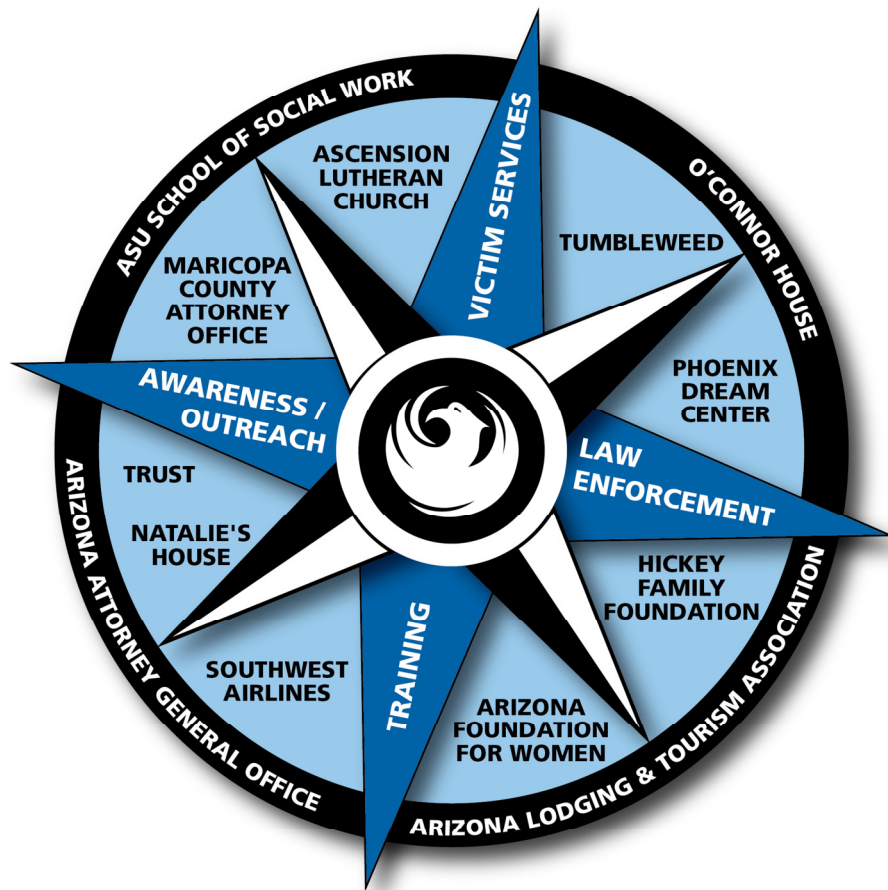


CITY OF PHOENIX COMPASS PLAN

To establish the City of Phoenix as a model
in addressing and combating human trafficking



CITY OF PHOENIX COMPASS PLAN MAYOR'S HUMAN TRAFFICKING TASK FORCE

BACKGROUND

On December 6, 2013, Mayor Greg Stanton established the city of Phoenix Human Trafficking Task Force, charged with creating a “game plan” for a safe Super Bowl. As the host of the 2015 Super Bowl, Phoenix has a responsibility to make it known that human trafficking will not be tolerated in Phoenix. Vice Mayor Jim Waring and co-chair Sarah Suggs of the O’Connor House provide leadership to the Task Force, which is dedicated to developing a sustainable plan to set Phoenix apart as a leader in combating human trafficking for the Super Bowl, and beyond. The City of Phoenix Human Trafficking Task Force consists of seventeen community leaders and City of Phoenix employees appointed by the Mayor and Vice Mayor to address and combat human trafficking.

On January 16, 2014, the Task Force met for the first time, and has continued meeting monthly. In addition, four workgroups (awareness and outreach, training, law enforcement, and victim services) consisting of Task Force members and numerous community leaders, residents and City staff have collaborated with the Task Force to develop the City of Phoenix Compass Plan.

The City of Phoenix Compass Plan outlines strategic and operational actions designed to make Phoenix a national leader in preventing and combating human trafficking, and providing services to its survivors. These individuals were charged by the Mayor to explore innovative and bold solutions to address this critical issue. The City of Phoenix Compass Plan is an evolving plan and process and will continue to be updated to reflect best practices and innovative strategies as they develop.

THE ISSUE

Human trafficking is the second most lucrative organized criminal offense in the world. At least 100,000 American children under the age of 18 are victims of commercial child

prostitution and trafficking. One in eight endangered runaways reported to the National Center for Missing and Exploited Children is likely a child sex trafficking victim. Human trafficking is widespread and dangerous, and affects many women and children in Phoenix today. In the United States, the average age of entry into trafficking for girls is 13 and the average age of entry for boys is 12. The average age of a child sold into prostitution in Arizona is 14. The National Human Trafficking Resource Center Hotline has received over 100,000 calls resulting in 14,500 suspected cases of human trafficking. The number of calls to the hotline continues to increase every year. The call volume from 2012 to 2013 increased by 55 percent. Human trafficking is a problem that affects our community 365 days a year.

The City of Phoenix Police Department has the only Vice Enforcement Unit in the State. There are 17 full-time detectives working on cases related to prostitution and trafficking. Despite an overall drop in crime in Phoenix, the rate of cases involving child prostitution and trafficking victims is rapidly increasing. The Phoenix Police Department Vice Unit has seen a 14 percent increase in the number of cases involving children between 2010 and 2012. Between 2006 and 2010, the Vice Unit responded to 2,589 cases and made 2,413 arrests. One hundred percent of the arrests were related to prostitution or human trafficking.

THE PHOENIX RESPONSE

Understanding the severity of the problem, the Mayor formed a multi-disciplinary and diverse workgroup of community leaders and City staff, chaired by Vice Mayor Jim Waring and Sarah Suggs of O'Connor House, to develop and present a plan to enhance human trafficking prevention and increase services to survivors. The O'Connor House Program for Women and Justice, the Arizona Attorney General's Office, ASU School of Social Work, TRUST (Training and Resources United to Stop Trafficking) and the Phoenix Dream Center have been working in the area of human trafficking reform for many years, and have been key partners in developing the dynamic Compass Plan for the City, which also reaches out to the private sector and the community to become actively involved in addressing this problem. The attached campaign strategies serve as

a five-year work plan and outline action steps across the City and the community which will make the City of Phoenix a national model for best practices in preventing and combating human trafficking.

EXISTING INFRASTRUCTURE

Phoenix has long been recognized as a leader in raising awareness and responding to human trafficking by providing a strong foundational infrastructure. Significant progress has also already been made in coordinating available resources to promote seamless integration and operational efficiency. A number of organizations in the community are working to address this issue. A few examples include:

- The City of Phoenix Police Department Vice Unit is engaged in a task force aimed at targeting human trafficking offenders while linking victims with service providers. Members of the task force include local and federal law enforcement and prosecutors, service providers, the U.S. Department of Labor, tribal and state agencies. In addition, the Phoenix Vice and Missing Persons units have partnered to identify recidivist runaways in an effort to determine the reasons for running away and provide early intervention for those at risk.
- Operation Blue Wave is a training operation designed by the Phoenix Vice Unit to provide other law enforcement agencies with hands-on training and experience conducting undercover investigations aimed at disrupting the sex trafficking trade.
- The goal of the ASU School of Social Work's Office of Sex Trafficking Intervention Research (STIR) is to be a source of innovative research on domestic sex trafficking. Research currently includes work in the areas of prevention and awareness, intervention, and treatment. This research will inform those who contact victims and perpetrators of sex trafficking, including law enforcement, prosecutors, educators, and medical and social services personnel.
- Phoenix Dream Center stabilizes and rebuilds the lives of young women rescued from commercial sexual exploitation through the Rescue Project Recovery Program. The program offers a nurturing and secure location with services to

address the specific developmental, physical and psychological needs of women. The Dream Center provides participants with food, clothing, medical treatment, legal aid, educational assistance, parenting classes, prenatal care and job and life skills training.

- The Arizona Attorney General's Office raises public awareness, educates the community, trains law enforcement and advocates for law changes that improve overall public safety. These efforts, in coordination with the City of Phoenix and other community organizations, acknowledge that a correlation exists between trafficking and conventions and sporting events, and are designed to combat the sexual exploitation of children.
- TRUST (Training and Resources United to Stop Trafficking) works to address the issue of human trafficking through collaboration and coordinated response. By convening, supporting, and promoting anti-trafficking efforts across Arizona, TRUST aims to raise public awareness and reduce demand. TRUST is building a network of partners united in the fight to end the commercial sexual exploitation of children.
- The O'Connor House SAFE Action Project is a hospitality training program helping to combat the commercial sexual exploitation of children. Through specialized training videos, presentations and community collaborations, the project provides hospitality industry staff with the knowledge and skills to identify and properly report potential child sex trafficking situations.

RECOMMENDATIONS

The Mayor and City Council has shown bold leadership in identifying human trafficking as a city-wide priority and embarking on an aggressive plan to make Phoenix a national leader in addressing and combating human trafficking. Building on successful systems already in place and best practices from around the country, the Compass Plan presents a two-tiered plan consisting of: (1) a community campaign which demonstrates the City's leadership in ending human trafficking, and reaches out to the private sector and the community at large to join this effort; and (2) a series of short, medium and long

term actions, outlined in the Strategic Work Plan, to make Phoenix a national leader in preventing and addressing human trafficking.

At the core of the Compass Plan are the substantive actions described below, which will improve the overall response to human trafficking in Phoenix. However, these actions alone will not solve the problem of human trafficking. A cultural shift in attitudes toward human trafficking must occur. It must be clear that human trafficking is unacceptable under any circumstance, and will not be tolerated. This requires participation and “buy-in” from every individual, and the mobilization of private-sector resources to augment the City’s efforts.

To this end, the campaign will reach out to the private sector and the community in order to: (1) demonstrate the City’s commitment to this issue, (2) garner media attention, (3) form collaborations to streamline and improve services to victims, and (4) enlist the community in changing attitudes toward human trafficking. It is this strategic combination of reforms and community action that will make Phoenix a national leader.

**CITY OF PHOENIX COMPASS PLAN
MAYOR'S HUMAN TRAFFICKING TASK FORCE**

STRATEGIC WORK PLAN

The Task Force and workgroups also defined a strategic work plan consisting of four areas providing the strategic support to realize the world-class, community-wide Compass Plan to establish the City of Phoenix as a model in addressing and combating human trafficking.

The four areas are:

1. **Community Awareness and Outreach** – The City endeavors to establish a standard where everyone in the community knows human trafficking will not be tolerated. While the City has taken a leadership role in addressing and combating human trafficking, the community must also actively engage in solutions. Partnerships with local businesses, community and faith-based organizations and educational institutions are a cornerstone strategy to create innovative ideas to end human trafficking.
2. **Training** – Assure training practices and materials represent national models that are used consistently, by coordinating and tracking the local organizations conducting the trainings. Identify the populations that need more training and create new training opportunities.
3. **Law Enforcement** –The City of Phoenix Police department will collaborate with regional law enforcement, the FBI and prosecutors and community partners to strengthen law enforcement services through training, enhanced technology and enhanced operational enforcement activities.
4. **Victim Services** – Efforts must be undertaken to improve the coordination of existing services, combine duplicative processes, streamline access to services, and educate the public on where to go to help and information.

**CITY OF PHOENIX COMPASS PLAN
STRATEGIC WORK PLAN – COMMUNITY AWARENESS AND OUTREACH**

	SHORT TERM (Through February 2015)	MEDIUM TERM (March 2015 - December 2016)	LONG TERM (January 2017- 2020)
Engage the community in conversation and action to stop human trafficking.	<ol style="list-style-type: none"> 1. Identify and evaluate existing human trafficking statistical data. 2. Coordinate a “Stop Human Trafficking” campaign for January 2015 utilizing materials developed by the national Blue Campaign. 3. Promote national hotline 1-888-3737-888. 4. Place awareness posters and materials in transportation hubs, City facilities, partner locations, etc. 5. Ensure marketing materials are tailored to a diverse community in terms of sex, age, race, ethnicity, and orientation and are produced in English and Spanish. 6. Develop a Communications Plan to publicize the campaign that includes partnering with local media outlets (TV, radio, print, social media, telethon). 7. Develop a website with links to resources. 8. Prepare paper and digital “press packets” announcing the campaign. 9. Hold press conferences on July 24, 2015 and January 12, 2015. 10. Coordinate with human trafficking partnerships already doing awareness and outreach work. 11. Utilize educational institutions such as ASU, Grand Canyon University and community colleges to support efforts included in the plan. 12. Identify sponsors and businesses who wish to support the campaign. 13. Identify one or more celebrities for PSA. 14. Identify survivor spokesperson(s). 	<ol style="list-style-type: none"> 1. Ongoing identification and evaluation of existing human trafficking statistical data. 2. Identify which programs are sustainable, which will be done by the City, and which need additional leadership and sponsorship. 3. Ensure community champions are diverse and representative of various cultures. 4. Identify and partner with businesses to provide resources for survivors. 5. Research and identify partnership opportunities with organizations serving school-aged children ages 12 and up. 6. Identify and support education and outreach efforts targeted toward the demand-side of the issue. 	<ol style="list-style-type: none"> 1. Create a cultural shift in the community making human trafficking unacceptable under any circumstances. 2. Create an understanding of the definition and scope of human trafficking.

**CITY OF PHOENIX COMPASS PLAN
STRATEGIC WORK PLAN - TRAINING**

	<p align="center">SHORT TERM (Through February 2015)</p>	<p align="center">MEDIUM TERM (March 2015 - December 2016)</p>	<p align="center">LONG TERM (January 2017- 2020)</p>
<p>Implement and sustain high-level trainings by creating awareness, prevention, detection and intervention strategies</p>	<ol style="list-style-type: none"> 1. Identify potential partners who are experts in the field of human trafficking. 2. Identify the populations which are being underserved and/or not trained. 3. Identify and evaluate trainings already being conducted. 4. Develop an assessment tool to evaluate which organizations need more training. 5. Compile a list of available training resources. 6. Establish a centralized committee to vet all outside third party affiliates in efforts related to the Super Bowl. 7. Create a tracking system to capture all human trafficking trainings annually. 8. Educate media outlets on human trafficking and how to report it. 9. Create a glossary of frequently used terms related to human trafficking. 	<ol style="list-style-type: none"> 1. Develop training for populations which are identified as needing more trainings. 2. Collaborate with organizations on how to train underserved populations. 3. Develop a training track 101 addressing basic training. 4. Develop advanced training track 202. 5. Host Mayor’s Forum on human trafficking. 	<ol style="list-style-type: none"> 1. Continue tracking on-going trainings. 2. Ensure annual trainings for business and organizations in the community with a high probability of interfacing with victims or potential victims of human trafficking. 3. Evaluate and update training materials annually.

**CITY OF PHOENIX COMPASS PLAN
STRATEGIC WORK PLAN – LAW ENFORCEMENT**

	SHORT TERM (Through February 2015)	MEDIUM TERM (March 2015 - December 2016)	LONG TERM (January 2017- 2020)
Strengthen law enforcement services through community collaboration.	<ol style="list-style-type: none"> 1. Implement Operation Blue Wave – a training program for law enforcement providing hands-on training for strategies to disrupt the sex trafficking trade. 2. Participate in task force with law enforcement, FBI, prosecutors, with coordination/participation of service providers, Department of Labor, tribal and state agencies. 3. Conduct a mandatory training on Human Trafficking for law enforcement and the judicial system to include: <ol style="list-style-type: none"> a. Az Police Officer Standards & Training b. Fire and EMS c. AACOP d. APAAC 4. Host human trafficking training (Jan. 2014). 5. Host community education on the dynamics of trafficking (Blue campaign). 6. Begin publicized operational enforcement activities July 2014. 7. Partner with PD Missing Persons Unit to ID recidivist runaways in an effort to determine reasons for runaway and provide prevention and early intervention for trafficking. 	<ol style="list-style-type: none"> 1. Develop and coordinate service partnerships with law enforcement to aid the transition of trafficking victims out of prostitution. 2. Enhance the diversion program for trafficking victims. 3. Identify a plan/partnership to link diversion to juvenile victims. 4. Provide training on human trafficking at annual judicial education conference. 5. Enhance technology for program similar to the Gang GMIC program which identifies gang members and provide that information to PD citywide. System could identify Pimps/‘Daddys’ and victims in an effort to coordinate service/intervention delivery. 6. Continue federal/local law enforcement and community partnerships beyond January 2015. 	<ol style="list-style-type: none"> 1. Require human trafficking training for all individuals obtaining or renewing a license for erotic entertainment and escort (similar to prostitution diversion program training). 2. Expand Operation Blue Wave statewide. 3. Participate in the Deferred Prosecution program in development through the Maricopa County Attorney’s Office.

**CITY OF PHOENIX COMPASS PLAN
STRATEGIC WORK PLAN – VICTIM SERVICES**

	SHORT TERM (Through February 2015)	MEDIUM TERM (March 2015 - December 2016)	LONG TERM (January 2017- 2020)
Create increased access to service through community and collaboration.	<ol style="list-style-type: none"> 1. Increase utilization of national hotline number. 2. Identify service providers who can assist survivors and victims of trafficking (youth, adults, men and women). 3. Create a database that hosts all service provider agency information. 4. Ensure service provision materials are in English and Spanish. 5. Establish on-going service provider call for collaborative and resource sharing. 	<ol style="list-style-type: none"> 1. Create a needs assessment for the continuum of care to identify needs and or gaps in service. 2. Host an event to promote the national hotline to service providers. 3. Evaluate victim services delivery. 4. Establish centralized care management or co-location facility for service providers. 5. Develop and educate local service provider referral systems on human trafficking. 6. Develop protocol for first 48 hours to bridge gap between first responders and service providers. 7. Explore partnerships and/or resources to address identified needs and/or gaps in service. 	<ol style="list-style-type: none"> 1. Establish the City of Phoenix as a model for human trafficking service provision. 2. Identify funding resources for victim services. 3. Victims and survivors have access to a broad continuum of care that includes multiple service choices. 4. Train and utilize human trafficking mentorship programs.

**CITY OF PHOENIX COMPASS PLAN
MAYOR'S HUMAN TRAFFICKING TASK FORCE**

Jim Waring, Chair, Vice Mayor, City of Phoenix

Sarah Suggs, Co-Chair, President/CEO, O'Connor House

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Susan Ehrlich, Judge (Retired)

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Janet Olson, Executive Director, APECA & Natalie's House

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Brian Steele, Executive Director, Phoenix Dream Center
Co-Chair Victim Services Workgroup

Jackie Thompson, Board Chair, Arizona Foundation for Women

Kathleen Winn, Community Outreach Director, Arizona Attorney General's Office
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