



State of North Carolina  
Human Trafficking Commission



Attorney General  
**Josh Stein**

**Welcome to the North Carolina Human Trafficking Commission’s Symposium, “Strengthening North Carolina’s Multi-Disciplinary Response to Human Trafficking.”** We are very excited for this opportunity not only to learn from each other, but to build a community of advocates that will boldly and creatively address the issue of human trafficking in our state.

We are also pleased to have North Carolina’s Attorney General, Josh Stein, here to open up our space.

Over the next two days, we will be sharing information about a broad array of human trafficking issues, from demand to identification to service and prosecution. We will look at the national state of human trafficking as well as what is happening in our own state. We will talk about how to identify potential trafficking issues in the medical setting, how to more effectively collaborate with media, and how to proactively investigate trafficking cases.

It is no accident that this conference is geared towards not only what we can *learn*, but what we can *do*. We have to prepare to take action in our communities to stop human trafficking.

On behalf of the North Carolina Human Trafficking Commission, welcome to Raleigh and thank you for your presence.

**Libby Magee Coles**, Chair, NC Human Trafficking Commission  
**Monika Johnson Hostler**, NC Human Trafficking Commission  
**Jennifer Haigwood**, NC Human Trafficking Commission

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**“Strengthening North Carolina’s Multi-Disciplinary Response  
to Human Trafficking”**

**Monday November 13**

- 8:00am – 9:00am     **Registration**
- 9:00am – 9:15am     **Welcome Remarks**  
**Libby Magee Coles, Esq.,** Chair, NC Human Trafficking Commission
- 9:15am – 9:45am     **Combatting Human Trafficking: A North Carolina Priority**  
**The Honorable Josh Stein,** NC Department of Justice  
**Secretary Erik A. Hooks,** NC Department of Public Safety
- 9:45am – 11:15am   **Sex Trafficking Offender Typology and Victimology: Know the Rules  
of the Game**  
**Dr. Sharon Cooper,** MD, FAAP, CEO, Developmental and Forensic  
Pediatrics, P.A, Adjunct Professor of Pediatrics, UNC-CH School of  
Medicine  
  
This presentation will define sex trafficking and assist participants in  
understanding each of the aspects of this form of victimization –  
recruitment, harboring, obtaining, provision of, transporting – and the  
nuances of involuntary and sexual servitude. Participants will learn how  
each of these dynamics may present and the victim impact associated  
therein. A review of offender typology will be included, as well as  
common mental health outcomes that are associated with this form of  
exploitation.
- 11:15am – 11:30am   **Break**
- 11:30am – 12:15pm   **Breakout Session I**  
A:     **Human Trafficking in North Carolina: Typology, Trends, and Anti-  
Trafficking Systems Map**  
  
**Amber Lueken Barwick,** Esq., Domestic and Sexual Violence Resource  
Prosecutor, NC Conference of District Attorneys  
**Robin Colbert,** Associate Director, NC Coalition Against Sexual Assault

**Rachel Parker**, MA, Anti-Human Trafficking Program Manager, World Relief High Point

**Caitlin Ryland**, Esq., Supervising Attorney, Legal Aid of NC – Farmworker Unit

This presentation will provide an overview of types of, and current trends in, sex and labor trafficking in North Carolina, tapping into the insights and expertise of both victim service provider and law enforcement leaders and "boots on the ground". This presentation will also provide a systems map of current statewide and regional anti-trafficking efforts in North Carolina. Multi-disciplinary professionals will gain a framework for determining the scope of human trafficking in North Carolina and how they and their agency can better engage in – and strengthen – anti-trafficking efforts.

**Learning Objectives:**

- Understand the scope of human trafficking in North Carolina, including both types and trends.
- Understand the scope of anti-trafficking efforts in North Carolina.
- Gain a foundation and framework for determining how multi-disciplinary professionals can strengthen state anti-trafficking efforts.

**B: Community Partnerships that Advance Survivor Mental Health: Trauma-Informed Toolkit**

**Karla Siu Daugherty**, MSW, Clinical Program Director, El Futuro, Inc.

**Charissa Gray**, MSW, MPH, Client Services Program Manager, JusticeMatters, Inc.

This presentation will outline some best practices for serving survivors of human trafficking across various disciplines, with a special focus on serving Latino immigrant survivors. The principles underlying best practice will be defined and applied to real-life situations across the service continuum available for survivors through select disciplines (i.e. legal, domestic violence, sexual assault, mental health, and advocacy). The goal of this presentation is to increase access to quality services, and to equip providers with the tools necessary to provide trauma-informed, culturally sensitive services in collaboration with others working with survivors in NC.

**Learning Objectives:**

- Describe how to implement best practices in a trauma-informed and culturally sensitive manner across various disciplines.

- Discover tools that will facilitate access to a broad array of services, legal remedies and resources available to survivors in North Carolina.

12:15pm – 1:30pm **Lunch** (on own)

1:30pm – 2:30pm **Breakout Session II**

A: **Human Trafficking as a Commercial Enterprise**

**Major Rick Hoffman**, Detective Division, Raleigh Police Department

Effective investigations of human trafficking cases require knowledge of tradecraft and language of commercial sex. During this session, the importance of applying analysis of commercial sex advertising, branding, payment and other tradecraft will enable participants to establish a sex market their jurisdiction to identify victims and suspects.

**Learning Objectives:**

- Explain how to survey numerous websites and search for actionable leads with the use of an ad aggregator.
- Discuss the value of systematically scanning ads for indicators of Human Trafficking and how to cross reference information to obtain more information.
- Describe how to link ads to victims and suspects.
- Demonstrate how to use market information to produce investigative leads.

B: **Collaborating with Lawyers to Better Serve Survivors**

**Charissa Gray**, MSW, MPH, Client Services Program Manager, JusticeMatters, Inc.

**Aaron Jacobson**, Esq., Staff Attorney, Legal Aid of NC – Battered Immigrant Project

**Christy Hamilton Malott**, Esq., Senior Staff Attorney, JusticeMatters, Inc.

**Meghan Melo**, Esq., Staff Attorney, Legal Aid of NC – Farmworker Unit

**Caitlin Ryland**, Esq., Supervising Attorney, Legal Aid of NC – Farmworker Unit

Legal relief can be key to strengthening protective factors and reducing risk factors for human trafficking from a trauma-informed framework, both in preventing human trafficking and assisting survivors on their path to healing. This session will explore this framework for legal services and then provide an overview of legal relief available to survivors of human trafficking, including opportunities such as immigration relief, civil

litigation, eligibility for public benefits, and expunction of trafficking-related criminal charges. This session will also provide an overview of lawyer's professional obligations to their clients – which differ from other service providers' obligations to their clients and law enforcement's obligations to victims – with a goal to foster more effective collaboration on behalf of survivors. This session will conclude with an introduction to alternative theories of justice, such as generational justice.

**Learning Objectives:**

- Understand how legal relief can be key to strengthening protective factors and reducing risk factors for human trafficking, both in prevention and restoration.
- Understand key civil, immigration, and criminal legal relief available for survivors.
- Understand lawyers' professional obligations to their clients and how to more effectively collaborate with lawyers in serving survivors.
- Understand some key alternative theories of justice and how to help your client seek them.

**C: Reporting on Sex Trafficking: Why Your Expertise Matters**

**Anne Johnston**, Ph.D., Co-Founder & Co-Director, The Irina Project  
**Barbara Friedman**, Ph.D., Co-Founder & Co-Director, The Irina Project

As public attention has turned increasingly toward the subject of trafficking, reporters have struggled with how to report on this issue. Data show that the coverage has focused primarily on raids, arrests and judicial proceedings, occasionally misrepresenting or neglecting altogether how and why trafficking occurs. In this workshop, we'll explore the status of the coverage in the media, and talk about how attendees can fully participate in media representations of trafficking.

**Learning Objectives:**

- What coverage of human trafficking includes and what's missing.
- Why your expertise is critical in reporting accurately about trafficking.
- What to do when a reporter calls:
  - What questions are you likely to be asked?
  - How might your organization (large or small) plan for requests for information and interviews?
  - How to correct misinformation.

**D: Immigrant Child Health: The Intersection with Human Trafficking**

**Dr. Julie Linton, MD, FAAP, Assistant Professor of Pediatrics, Wake Forest School of Medicine**

Nearly 1 in 5 children in NC live in immigrant families, in which the child or at least one parent was born outside of the United States. Children in immigrant families may face health inequities based on family immigration status, poverty, and other social determinants of health. Some immigrant children or parents may be at particular risk for human trafficking. This workshop will use case-based examples of particular vulnerable populations, including unaccompanied immigrant children and children whose immigrant parents have been victims of trafficking, to illustrate the complexities of the intersection between immigrant child health and human trafficking and to generate discussion surrounding these issues.

**Learning Objectives:**

- Recognize the impact that family immigration status can have on children's health.
- Describe the complexity of human trafficking concerns with respect to unaccompanied immigrant children seeking safe haven.
- Illustrate the impact of immigration status on the children of immigrant parents who have been victims of human trafficking.

2:30pm – 2:45pm

**Break**

2:45pm – 3:45pm

**Breakout Session III**

A: **Police Operations to Address Demand / Supply**

**Major Rick Hoffman, Detective Division, Raleigh Police Department**

During this session, police practices to effectively conduct operations addressing demand and supply will be explained. Information will be shared to describe why these operations are important and the tools needed to conduct them safely.

**Learning Objectives:**

- Explain why and how to conduct demand and supply operations linked to commercial sex to identify human trafficking victims and suspects.
- Illustrate methods, processes and tools needed to conduct these operations safely.
- Demonstrate the use of these tools during the class with a short demonstration.

**B: Collaborating with DSS and CACNC to Better Serve Child Survivors**

**Deana Joy**, Executive Director, Children’s Advocacy Centers of NC  
**Dean Duncan**, Ph.D., Research Professor, UNC-CH School of Social Work

**Erin Conner**, MSW, Social Services Program Coordinator, LINKS Foster Care Independence Program, Division of Social Services, Child Welfare Services Section, NC Department of Health and Human Services

**Moderator: Robin Colbert**, Associate Director, NC Coalition Against Sexual Assault

The panelists will talk about the overall mission and vision of organizations in serving child victims of human trafficking in NC. The discussion will focus on the collaboration/ partnership and touch on best practices for interventions and programs. The panelists will share case scenarios of ways the partnership works and strategize on ways to strengthen the partnerships.

**Learning Objectives:**

- To strategize on effective ways to serve child survivors, including identification of, and risk factors for, commercial sexual exploitation of children.
- To understand workings and referral processes of DSS and CACNC.
- To understand the collaboration and partnerships between CACs, DSS, and other partners.
- To understand challenges and successes in these partnerships at the local, county, and regional levels.

**C: Sharing Survivor Stories Responsibly: Empowering vs. Exploiting**

**Nancy Hagan**, Ph.D., Sr Human Trafficking Specialist, Project NO REST

**Liz Kline**, Account Executive, Capitol Broadcasting Company

**Niel Sollod**, Director Local Sales, Capitol Broadcasting Company

**Christy Hamilton Malott**, Esq., Senior Staff Attorney, JusticeMatters, Inc.

This presentation will explore key ethical and legal considerations for service providers seeking to share survivor stories or assist survivors in sharing their own stories – through agency communication and in collaboration with the media. This presentation will feature a “behind the scenes” look at the process CBC went through to produce “Common Threads” for Project NO REST.

**Learning Objectives:**

- Understand key ethical and legal considerations in sharing survivor stories.
- Gain a framework for evaluating opportunities to share survivor stories.
- Understand how service providers and the media can responsibly collaborate to share survivor stories.

**D: A Closer Look into Labor Trafficking**

**Maja Hasic**, MA, Anti-Human Trafficking Program Director, Tapestri Inc.

This workshop will be a unique opportunity for advocates, service providers, and law enforcement to learn about relevant labor laws and vulnerabilities of labor trafficking victims. Participants will hear about labor trafficking case examples and ways to identify potential victims of labor trafficking.

**Learning Objectives:**

- Increase knowledge of relevant labor trafficking laws including:
  - Trafficking Victims Protection Act
  - Fair Labor Standard Act
  - National Labor Relations Act
  - Migrant and Seasonal Agriculture Worker Protection Act
- Understand and identify recruitment methods
- Discuss vulnerabilities to labor trafficking

3:45pm – 4:00pm

**Break**

4:00pm – 5:00pm

**Breakout Session IV**

**A: Lessons Learned: North Carolina Law Enforcement Human Trafficking Efforts**

**Dirk German**, MA, Special Agent in Charge, NC SBI

**Sergeant Michael Hardin**, Fayetteville Police Department, Special Investigative Division, Human Trafficking Unit

**Mike Longmire**, MPA, Ret. Captain, Raleigh Police Department, Investigator, NC Massage and Bodywork Therapy Board

**Ret. Major Marc Nichols**, NCSHP Director of Field Opts and Special Opts

**Moderator: Major Rick Hoffman**, Detective Division, Raleigh Police Department

A panel of law enforcement professionals representing local and state agencies in North Carolina will discuss current Human Trafficking initiatives they are engaged in, trends in the field and opportunities to improve investigative effectiveness.

**Learning Objective:**

- Provide context of ongoing and future law enforcement practices to improve statewide law enforcement responses to human trafficking.

**B: Best Practices for Case Management**

**Christine Shaw**, MSW, Director of Social Ministries, The Salvation Army

**Elizabeth Hunter**, MAHS, Project FIGHT Coordinator, The Salvation Army

Best practice is essential to ensure that survivors have access to effective services that help them heal from trauma and rebuild their lives. Case management with survivors of human trafficking involves working collaboratively with multiple disciplines and requires advocating for appropriate services that match survivor need. This workshop will discuss how standards of care encourage continuous quality improvement among service providers and aid in both short and long term case management. The workshop will also cover the use of assessment forms, safety plans and service plans, as well as how to apply a trauma-informed and client-centered models. The presenters will provide tips to making appropriate referrals for housing and advocating for survivors if possible violations of their rights occur. The Salvation Army's Project FIGHT will be highlighted as an example of a case management program and will discuss what the program has learned over the past six years about best practice.

**Learning Objectives:**

- Learn about the importance of working alongside survivors.
- Increase knowledge on applying a trauma-informed and victim centered approach for short- and long-term case management needs.
- Learn about appropriate referrals for clients that fall within the legal framework and lessons learned.

**C: Human Trafficking in North Carolina: Strategies for Local Government Officials**

**Margaret F. Henderson**, MPA, Lecturer in Public Administration and Director, Public Intersection Project, UNC School of Government

This presentation will provide an opportunity to discuss ways in which human trafficking can be viewed through the lens of local government. The discussion will examine human trafficking as a local government concern and outline six strategies that local government leaders can take to address human trafficking in their communities. Participants are encouraged to bring their own challenges and successes up for discussion.

**Learning Objectives:**

- Distinguish between the perspectives of direct services practitioners and those of city/county elected officials and managers.
- Share strategies for engaging local government elected officials and managers.
- Consider how local government staff might intersect with the twenty-five business models of human trafficking.

**“Strengthening North Carolina’s Multi-Disciplinary Response  
to Human Trafficking”**

**Tuesday November 14**

9:00am – 9:15am     **Welcome Remarks**

**Libby Magee Coles**, Esq., Chair, NC Human Trafficking Commission

9:15am – 10:45am     **The “Bottom Girl” Phenomenon**

**Shamere McKenzie**, CEO, Sun Gate Foundation

Through this presentation, conference attendees will gain an understanding of the role of the “bottom girl” who operates as the pimp’s most “trusted” accomplice in the prostitution enterprise. The presenter will review several different cases and share her own personal story of victimization, arrest and prosecution. By revealing the reality of the bottom girl’s world, the presenter will teach attendees how to distinguish the differences between bottom girls and female pimps, providing honest tips and recommendations on how to better interact with females operating in this context.

10:45am – 11:00am     **Break**

11:00am – 12:15pm     **The Financial Aspects of Human Trafficking: Follow the Money**

**Chris Swecker**, Esq., Attorney at Law

This presentation will focus on the financial aspects of human trafficking and utilizing this knowledge to further investigation of human trafficking. Any criminal activity that generates illicit proceeds is vulnerable to a “follow the money” approach to detecting and investigating criminal acts. How financial institutions can generate leads and assist investigations.

12:15pm – 1:30pm     **Lunch** (on own)

1:30pm – 2:30pm     **Discipline Dialogues**

This is an opportunity for attendees to engage in critical conversations pertaining to their area of expertise. Framed through the lens of case

studies and best practice review, attendees will work together to determine opportunities missed and new ideas to incorporate.

2:30pm – 2:45pm     **Break**

2:45pm – 3:45pm     **Triangle Rapid Response Team Panel**

**Charlene Reiss**, Ph.D., Sexual Assault Response Team (SART)  
Coordinator and Human Trafficking Coordinator, Durham Crisis  
Response Center

**Jesus Sandoval**, Detective, Durham Police Department

**Kory Williford**, MSW, Victim Specialist, Federal Bureau of Investigation

**Kiernan Whitworth**, Special Agent, Federal Bureau of Investigation

**Daniel Bubar**, Esq., Assistant U.S. Attorney, U.S. Attorney's Office  
Eastern District of North Carolina

**Jennifer Robinson**, Esq., Staff Attorney, Legal Aid of NC – Battered  
Immigrant Project

**Moderator: Christine Shaw**, MSW, Director of Social Ministries, The  
Salvation Army

Putting theory into practice this panel will delve into what victim-centered collaboration can look like. From advocacy staff to law enforcement, panelist will discuss what has worked within their communities to advance collaboration, and what has proven a barrier to providing trauma-informed care. Learning from one another is what keeps us engaged and informed, so panels such as this are crucial in continuing sustainable, collaborative work.

3:45pm – 4:00pm     **Closing Remarks**