

FREEDOM IS FREE, LABOR ISN'T

Bringing Awareness to Labor Trafficking In Maryland

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Executive Summary

Labor trafficking is a global issue with local repercussions. According to the Trafficking Victims Protection Act of 2000, labor trafficking is the recruiting, harboring, transporting, and/or obtaining a person for labor through the use of force, fraud, or coercion.¹ Unfortunately citizens of this country, let alone Maryland, do not realize the extent of labor trafficking within our communities. In Maryland's case, there is a good amount of legislation to help victims once they are discovered and recovered, but nothing can be done until these people are found. Through research of current policies in and out of the state, we suggest a community awareness and outreach campaign surrounding labor trafficking. It is our belief that a better informed community is the best asset to preventing and combating labor trafficking. Through an awareness month and multiple media campaigns, it is our hope that community members will understand the depth of the issue and want to participate in the elimination of human trafficking from Maryland. We believe that a public awareness campaign is the first of many steps to take to combat human trafficking.

The magnitude of the problem in Maryland is hard to estimate due to the difficult nature of collecting data about the victims and their circumstances. But the information that is obtained is produced by a non-profit organization that fights human trafficking called the Polaris Project.² The Polaris Project helps us to understand that human trafficking is a current problem, especially on the local level, by producing state reports.³ In general, human trafficking occurs in two primary forms: sex and labor. In the 2007-2013 state report for Maryland, 55% of the calls received were defined as sex trafficking while 35% were defined as labor trafficking.⁴ Though sex trafficking is the more common type of trafficking, labor trafficking is still relevant and very much present in society. Some researchers say that even though labor trafficking is reported less doesn't mean it is happening less. Nationally, it is estimated that labor trafficking occurs up to nine times more than sex trafficking and is more likely to go unreported.⁵

It is recommended that a year-round public awareness campaign be implemented in order to educate and raise awareness of the labor trafficking that is happening in Maryland. Before any other steps can be taken, victims must be recognized. By implementing a Human Trafficking Awareness Month, PSAs, Billboards and social media, it is our hope that members of the community will be familiar with the signs and be able to take action if they see or hear of labor trafficking. Primarily, we hope communities recognize that labor trafficking exists in Maryland. By focusing on clients and consumers, it is hopeful that labor trafficking will be recognized more frequently and more importantly happen less.

¹ Trafficking Victims Protection Act of 2000, (October 2000).

² Polaris Project. "Polaris." Last modified 2014. <http://www.polarisproject.org/about-us/overview>

³ "The data displayed in this report was generated based on limited criteria from calls received by the National Human Trafficking Resource Center (NHTRC) hotline. This is not a comprehensive report on the scale or scope of human trafficking on a state or national level. These statistics may be subject to change."

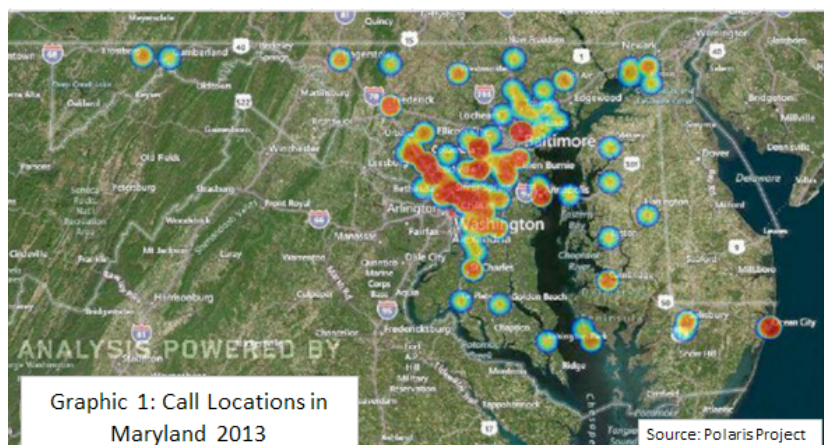
⁴ *National Human Trafficking Resource Center Data Breakdown: Maryland State Report, 2013*. The Polaris Project. <https://na4.salesforce.com/sfc/p/>

⁵ Sheldon-Sherman, Jennifer A.L., "The Missing 'P': Prosecution, Prevention, Protection and Partnership in the Trafficking victims Protection Act." *Penn State Law Review* (2012).

Introduction

The UN describes labor trafficking as modern day slavery.⁶ Labor trafficking victims are forced into servitude against their own will or lied to with promises of a better life. In these labor trafficking situations, many human rights are being denied to the victims. Labor trafficking is not limited to one area or one place; it is seen all over in the country in many different settings. Victims work in various places such as farms, households, restaurants, factories and spas.⁷

According to a study done by the Department of Justice from 2008-2010, the most common victim of labor trafficking was an undocumented alien (67% of labor trafficking victims) over the age of 25 (62%).⁸ A majority of the labor took place in an unregulated industry.⁹ Just hearing this insight into who the victims are proves that they are often a hard population to reach. Sometimes the victims cannot speak English and fear law enforcement, due to threats from their employers or lack of legal status.¹⁰ Though this “type” holds a majority, anyone from children to US citizens can be a victim of labor trafficking as well. All labor trafficking victims have one thing in common: isolation.¹¹ The victims are often isolated, making it difficult to reach out to them and recognize that they are being trafficked.



⁶ Office of Refugee Resettlement. “Fact Sheet: Labor Trafficking.” Last modified August, 6, 2012.

<http://www.acf.hhs.gov/programs/orr/resource/fact-sheet-labor-trafficking-english>

⁷ Office of Refugee Resettlement. “Fact Sheet: Labor Trafficking.” Last modified August, 6, 2012.

<http://www.acf.hhs.gov/programs/orr/resource/fact-sheet-labor-trafficking-english>

⁸ Banks, Duren and Tracey Kyckelhahn. *Characteristics of Suspected Human Trafficking Incidents: 2008-2010*. US Department of Justice, April 2011.

⁹ Banks, Duren and Tracey Kyckelhahn. *Characteristics of Suspected Human Trafficking Incidents: 2008-2010*. US Department of Justice, April 2011.

¹⁰ Legal Aid Bureau Inc. to Magdalena Sepulveda Carmona. December 13, 2012.

¹¹ Office of Refugee Resettlement. “Fact Sheet: Labor Trafficking.” Last modified August, 6, 2012.

<http://www.acf.hhs.gov/programs/orr/resource/fact-sheet-labor-trafficking-english>

Maryland is not immune to human trafficking and is seemingly more prone to it than other states. Victims can easily be brought into Maryland by their employers due to easy access by land, air and sea. According to Lisae Jordan of the Maryland Coalition Against Sexual Assault, Maryland is a hotspot for human trafficking because of the I-95 corridor and the number of airports in the area.¹² This can be shown in Graphic 1, which was created by the Polaris Project in 2013.¹³ The Polaris Project, the non-profit organization that fights human trafficking, also has a hotline. Whenever someone feels they are in danger or sees suspicious activity, they are encouraged to call. Every year the Polaris Project puts out a report on the calls that were received by the hotline in that year. This graphic shows the location of calls in 2013, and it is obvious that the I-95 corridor plays a huge part in the trafficking scene in Maryland. The I-95 corridor is an easy road to take that goes throughout many states. Baltimore Washington International Airport also serves as a gateway for victims of traffickers to be pulled into the state, with Dulles International Airport and Reagan National Airport close by in Virginia. On top of victims coming into the state by ground and by air, there are also various ports around Maryland which enables victims to be trafficked in by sea. Jessica O’Kane of the Anne Arundel County Commission for Women states that Maryland is the third most profitable state for human trafficking.¹⁴ Recently, the UN submitted a human rights complaint towards migrant workers in the United States and a case study from the Eastern Shore of Maryland was used as an example. The issue of human trafficking and more recently labor trafficking is certainly present in Maryland. The lawmakers know it, considering they have passed a fair amount of legislation regarding human trafficking since the first bill in 2007, but the public may not be so informed.

Various forms of labor trafficking have occurred in Maryland. In 2008, there was a situation in Carroll County, Maryland where a legal aged outreach worker believed immigrants were being labor trafficked on a farm. The worker made an attempt to speak with the farm owner but the owner who soon got support from the local authorities, dismissed the worker on the claim that the worker was violating the farmer’s right to privacy. The police contributed to

¹² Winters, Wendi. “Maryland a Hotspot for Human Trafficking.” *Capital Gazette*, March 25, 2014. http://www.capitalgazette.com/news/for_the_record/maryland-a-hot-spot-for-human-trafficking-coalition-says/article_96671954-0cf8-5e48-92ab-385cc4946896.html

¹³ *National Human Trafficking Resource Center Data Breakdown: Maryland State Report*. The Polaris Project, 2013. <https://na4.salesforce.com/sfc/p/>

¹⁴ Winters, Wendi. “Maryland a Hotspot for Human Trafficking.” *Capital Gazette*, March 25, 2014. http://www.capitalgazette.com/news/for_the_record/maryland-a-hot-spot-for-human-trafficking-coalition-says/article_96671954-0cf8-5e48-92ab-385cc4946896.html

the worker's suspicion by telling the worker to "stay away from labor camps" and that "the farms did their own thing." This proves that the issue of labor trafficking is not only present, but is being hidden from the public by owners and local authority.¹⁵ In another example, the court case *United States v. Theresa Mubang*, illustrates the presence of domestic forced labor. Theresa Mubang, from Silver Spring, MD, imported an 11 year old girl named Evelyn Chumbow from Cameroon to the United States to serve as a domestic worker. Mubang promised Chumbow's family back in Cameroon that Chumbow would remain safe and receive a proper education. Shortly after Chumbow's arrival, Mubang took advantage of the young girl, forcing her to perform domestic labor as a nanny for Mubang's two children during a two year span in the late 1990s. Chumbow was not allowed to have friends or go to school. Chumbow was also subjected to both mental and physical abuse by Mubang. Mubang ended up serving a federal sentence of 17 and a half years for involuntary servitude.¹⁶

Current Policy

Federal Legislation

In 2000 the first comprehensive human trafficking legislation was passed called the Trafficking Victims Protection Act (TVPA). Since then, it has been reauthorized four different times in 2003, 2005, 2008 and 2013.¹⁷ The main goals of the TVPA are based off of three "P's": prevention, protection, and prosecution. According to Jennifer A.L. Sheldon Sherman, the prevention aspect of the TVPA is more internationally focused than domestically.¹⁸ The United States has encouraged other countries that are prone to human trafficking to adopt various standards for prevention purposes. More recently, in January of 2014, President Obama made a proclamation stating that January is now nationally recognized as Human Trafficking Awareness Month.

¹⁵ Legal Aid Bureau Inc. to Magdalena Sepulveda Carmona. December 13, 2012.

¹⁶ Legal Aid Bureau Inc. to Magdalena Sepulveda Carmona. December 13, 2012.

¹⁷ "State and Federal Laws | Polaris | Combating Human Trafficking and Modern-day Slavery." State and Federal Laws | Polaris | Combating Human Trafficking and Modern-day Slavery. <http://www.polarisproject.org/resources/state-and-federal-laws> (accessed July 14, 2014).

¹⁸ Sheldon-Sherman, Jennifer A.L.. "The Missing "P": Prosecution, Prevention, Protection, and Partnership in the Trafficking Victims Protection Act." *Penn State Law Review* 117, no. 2 (2012): 443-486. http://www.pennstatelawreview.org/117/2/117-2-Article_Sheldon-Sherman.pdf (accessed June 18, 2014).

Maryland Legislation

Maryland is ranked among the top states in the country concerning its Human Trafficking legislation. The Polaris Project rates it as a “Tier 1” state, meaning that the state has passed significant laws and should continue to build on its foundation.¹⁹

In looking closely at the policy, it is obvious that since 2007, Maryland legislators have ensured that human trafficking has been on the agenda. Maryland has public policies that stand out in accordance with public awareness. *SB 542, HB 1322* (2010) and *HB 607, SB 352* (2012) require National Human Trafficking Resource Center Hotline signs to meet specific requirements; the signs have to be placed in various locations where trafficking frequently occurs and must be posted on various agency departments’ websites.^{20,21}

Although Maryland awareness laws serve as a good starting point for combatting labor trafficking, there are not many laws that prosecute labor trafficking offenders. *CR 3-701* is the general extortion law that prosecutors use to charge offenders who partake in labor trafficking.²²

New Jersey Coalition Against Human Trafficking

Since the coalition was formed in October 2011, it has worked year round to spread awareness of human trafficking, as well as educate and advocate for human trafficking victims.²³ New Jersey is a star example of making an awareness campaign relevant throughout the year through different outlets and activities. This coalition has been so successful that in 2013, Polaris Project in their yearly report, named New Jersey not only the “Most Improved” state but also rated it “Most Outstanding State” along with Washington State.²⁴ Not only does the coalition provide year round events to raise awareness, but the coalition also organizes National Human Trafficking Awareness Day in January. With a full website containing educational information, PSAs, a calendar of events and resources, it is obvious that New Jersey’s campaign against human trafficking is thorough, accessible and most importantly effective.

¹⁹ "2013 State Ratings on Human Trafficking Laws | Polaris | Combating Human Trafficking and Modern-day Slavery." 2013 State Ratings on Human Trafficking Laws | Polaris | Combating Human Trafficking and Modern-day Slavery. <http://www.polarisproject.org/what-we-do/policy-advocacy/national-policy/state-ratings-on-human-trafficking-laws> (accessed June 30, 2014).

²⁰ Senate Bill 542, Sess. of 2010 (Maryland 2010), <http://mgaleg.maryland.gov/2010rs/bills/sb/sb0542e.pdf>

²¹ House Bill 607, sess. of 2012 (Maryland 2012), <http://mgaleg.maryland.gov/2012rs/bills/hb/hb0607t.pdf>

²² Amanda Rodriguez. Interview. July 15, 2014. Human Trafficking Task Force.

²³ "NJ Coalition Against Human Trafficking." NJ Coalition Against Human Trafficking. <http://www.njhumantrafficking.org/#!/who-are-we/c24v> (accessed July 6, 2014).

²⁴ "2013 State Ratings on Human Trafficking Law."

Texans Unite Against Human Trafficking

After viewing the Polaris Project's 2013 report from the National Human Trafficking Resource Center hotline, Texans were concerned when the state was second in total calls behind California²⁵. Recently, the state unveiled a statewide campaign that involves local, state and federal agencies in order to raise awareness and help report trafficking cases. Billboards have since been designed to be placed around the state, in both English and Spanish, with the hotline number²⁶. The campaign is not limited to billboards; there are PSAs to be posted on transportation as well as played on television and radio stations.²⁷ Texans are aware that the location of the state makes it prone to human trafficking, but those involved hope the billboards will be the start of education and awareness. The campaign just began in June 2014, so the state hopes that by the next Polaris report they will be up with New Jersey in a most improved area.

Problem

The presence of labor trafficking in the country and the state is a major problem. It is a huge issue to tackle and one that unfortunately cannot be fixed in one simple step. It is more feasible to look at a smaller section of the large scale issue of labor trafficking such as community awareness. Labor trafficking will not cease to exist without the community's help. The lack of community awareness is at the root of the problem associated with labor trafficking. As mentioned before, many people do not know that trafficking happens in this country, let alone their community. The misconceptions that go along with trafficking also prevent the community from understanding the magnitude of the problem. If the community were to become more knowledgeable about the presence of labor trafficking, it is possible that more cases could be reported and more victims could be helped. It is a difficult job to stop labor trafficking from happening, but involving the whole community in awareness can be a first step in bringing it down.

²⁵ Special Agent Shauna Dunlap. "Texans Unite Against Human Trafficking: Local, State, and Federal Agencies Launch Statewide Campaign ." FBI. <http://www.fbi.gov/houston/press-releases/2014/texans-unite-against-human-trafficking-local-state-and-federal-agencies-launch-statewide-campaign> (accessed June 30, 2014).

²⁶Special Agent Shauna Dunlap. "Texans Unite Against Human Trafficking: Local, State, and Federal Agencies Launch Statewide Campaign ." FBI. <http://www.fbi.gov/houston/press-releases/2014/texans-unite-against-human-trafficking-local-state-and-federal-agencies-launch-statewide-campaign> (accessed June 30, 2014).

²⁷ Ibid.

The community overlooking labor trafficking comes with stark consequences, as a large proportion of victims are unreported and perpetrators are left uncharged. Labor trafficking already is less recognized than its parallel, sex trafficking. In the past, human trafficking campaigns and conferences in Maryland have had a heavy focus on sex trafficking, and the assumption can be made that the community is more aware of the presence of sex trafficking. The words human trafficking and sex trafficking have become somewhat synonymous. While sex trafficking is sometimes viewed as a worse crime compared to labor trafficking, when analyzing the physical and psychological effects of both labor and sex trafficking the outcomes are the same. Victims of both labor and sex trafficking have reported injuries from physical abuse as well as PTSD accompanied by feelings of helplessness, shame, and desperation.²⁸ Labor trafficking is just as important as sex trafficking and needs the same recognition, for the sake of its victims.

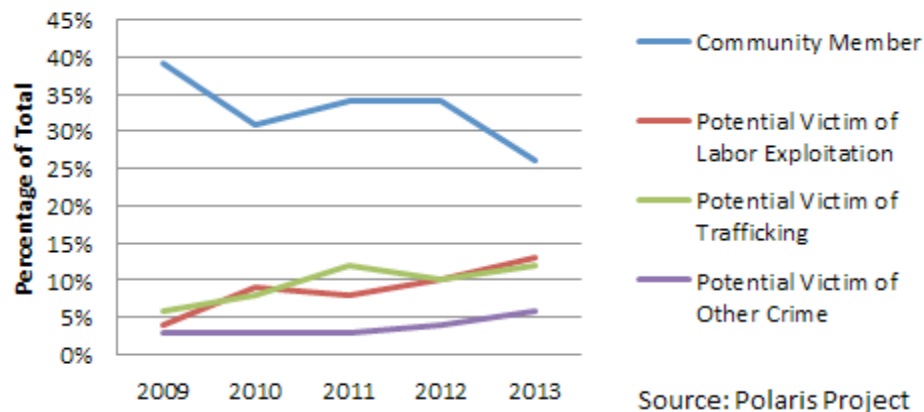
There are various misconceptions that are associated with labor trafficking, the first being that people do not think it is happening in their community, as was previously stated. People also assume that only a certain type of person is affected by trafficking, when in fact many populations and people are victims of labor trafficking. It is also a common misconception that in order for an act to be considered “trafficking” the victim must be continually transported rather than staying in a single location, such as within a household or on a farm.²⁹ The truth is, a person does not even have to be brought across any state lines to technically be trafficked.

It is our hope that these misconceptions can be realized through education and awareness. While developing statutes and laws against labor trafficking is an important step, these statutes can only effectively be implemented by the support of citizens and community members. A campaign that promotes public awareness is one way for people of Maryland to understand what labor trafficking is, where it is located, how to detect a victim and ultimately how to reduce the number of victims being labor trafficked. It is our hope that through a public awareness campaign, the public’s greater understanding of labor trafficking will increase which will in turn help put a stop to this terrible crime.

²⁸ Wharton, Rebecca L. “A New Paradigm for Human Trafficking: Shifting the Focus from Prostitution to Exploitation in the Trafficking Victims Protection Act.” *William and Mary Journal of Women and the Law*. (Spring 2010).

²⁹ Office of Refugee Resettlement. “Fact Sheet: Human Trafficking.” Last modified August 2, 2012. <http://www.acf.hhs.gov/programs/orr/resource/fact-sheet-human-trafficking#TraffickingVSmuggling>

Chart 1: Hotline Caller Type Over Time



Looking specifically at the calls into the hotline in Maryland, it is obvious that through the years, the most frequent callers tend to be community members rather than potential victims (Chart 1). This sort of data proves that victims are hard to reach, especially in the cases of labor trafficking. It would be difficult to create a campaign directed towards victims knowing this information. Though in the past few years, victims have shown a small increase in the caller population while community members have started to plateau and decrease. Because community members have historically been the ones to pick up the telephone and report these crimes, it is important to continue to reach out to them and expand their knowledge. As community members become more knowledgeable, labor trafficking cases are more likely to be reported and the victim will be more likely to gain access to critical services. A public awareness campaign directed at the community is the best way to bring the issue to the forefront, taking steps towards prevention and outreach. Other states such as New Jersey and Texas have shown progress and success with their individual campaigns, showing that it is time for Maryland to take the next necessary step in order to stop human trafficking from happening in its communities.

Solution

While lawmakers and officials are beginning to understand the gravity of the issue at hand, the next step is to further increase awareness of the community. Although law enforcement is responsible for capturing and prosecuting labor traffickers, many of the tips received by the

National Human Trafficking Hotline come directly from community members. With this in mind, public awareness would be the most effective next measure taken to combat labor trafficking in Maryland.

The problem here is certainly not a lack of interest. The Maryland Human Trafficking Task Force (MHTTF), a subsection of the Governor's Executive Branch, holds a conference each spring addressing the most pressing issues within the topic of human trafficking. This conference, as well as any and all conferences the Public Awareness subcommittee of the task force has held, have always reached capacity.³⁰ This shows that there is a clear interest in the professional realm as well as the public realm to learn more about this issue. This interest should be built off of in order to effectively increase and maintain public awareness beyond the few annual conferences.

A public awareness campaign would enable the Trafficking Task Force to reach a variety of communities throughout Maryland, ensuring that the issue of labor trafficking and its consequences are fully understood. In the past, public awareness has focused on the victims of trafficking in an attempt to reach them directly. While these have been somewhat effective, targeting other groups may be more effective. A campaign targeting potential clients and consumers is the most practical option for combating labor trafficking at its roots. Focusing on prevention rather than treatment of the problem will hopefully, in time, cause the issue to deplete significantly. The key goal of the campaign is to maintain relevance even after the conference ends in May. Human trafficking is not limited to a specific day, therefore awareness should not be either. We are seeking to maintain the presence of clear, concrete information about human trafficking, and labor trafficking specifically, throughout the year. The United States has established National Human Trafficking Awareness Day on January 11th of each year. This day has been set by the Federal government in order to increase knowledge of the issue of human trafficking, but it should not stop there.

We are proposing a Human Trafficking Awareness Month that would begin on January 11th and run until February 12th of each year, to begin in 2016. January 11th is already recognized as National Human Trafficking Awareness Day, and February 12th is Abraham

³⁰ Terri R. Ricks.. Interview. June 26, 2014. Public Awareness Subcommittee of the Maryland Human Trafficking Task Force

Lincoln's birthday, one of the most important figures in the fight to end slavery. Several other states and cities such as New Jersey³¹ and San Francisco³² have implemented a similar idea and have found great success. The month would begin with an opening ceremony and keynote speaker in a central location such as Baltimore City where human trafficking is frequently reported. We plan to end the month in February with a similar closing ceremony, summing up the month's events and looking forward into the next year. Throughout the month, we recommend partnering with non-governmental and community organizations to develop community events such as movie nights, marches, and conferences. Both large scale and smaller scale events may be offered in order to appeal to a wide range of community members. Each year the Human Trafficking Awareness Month would have a different central theme to ensure no area of the issue is neglected. As the issue of labor trafficking has been unexplored, we propose that 2016's central theme focuses on prevention of labor trafficking. In following years, other central topics would be explored such as minor trafficking, sex trafficking, and more specific sectors of labor trafficking.

In an effort to maintain awareness on a year-long basis, a public awareness campaign should not stop at the trafficking awareness month. Rather, there should be other elements of the campaign throughout the year to uphold relevance. Specifically, we are suggesting new methods as well as those methods that have proven successful in the past by the public awareness subcommittee. One of the most successful tactics that we suggest revamping is a billboard campaign. Used previously along I-95 and 83, billboards are an effective method of reaching a large scale audience in a central location where trafficking frequently takes place. We acknowledge that billboards are an expensive investment for the State to make. It is for this reason that the Task Force must work closely with community and professional organizations with common interests who may be able to assist with funding. The Awareness Month would also prove an effective time to collect donations for future programs and campaign strategies.

Along with billboards, we have developed other methods for increasing awareness around labor trafficking. Social media would be a great asset towards this effort, through the creation of Facebook pages, Twitter accounts, YouTube accounts, etc. New Jersey has created a

³¹ "January Human Trafficking Prevention Month Calendar of Activities." NJ Coalition Against Human Trafficking. <http://www.njhumantrafficking.org/#!january-2014-calendar/cgac> (accessed July 2, 2014).

³² "San Francisco Collaborative Against Human Trafficking (SfCAHT)." City & County of San Francisco Department on the Status of Women. <http://www.sfcaht.org/> (accessed July 2, 2014).

PSA surrounding human trafficking that is available online and has circulated statewide. Creating a PSA to be played on local TV channels, radio stations, and social media would be an effective method for reaching a variety of audiences (see Appendix for PSA script). The most cost effective way of presenting a Public Service Announcement would involve working closely with local TV providers as well as popular local radio stations. According to Polaris Project's 2013 Statistical Report, 31.89% of trafficking victims are foreign nationals.³³ For this reason, it is necessary to offer useful information in multiple languages. 2011 US Census data shows that 16.7% of Marylanders speak a language other than English at home.³⁴ With these statistics in mind, we suggest public service announcements and radio announcements in English and Spanish. The Latino Providers Network would be a useful resource for this effort. In 2010, legislation was passed in Maryland ensuring that the National Human Trafficking Hotline number is posted at truck stops and in hotels.³⁵ In an attempt to continue this awareness strategy, we suggest flyers and brochures with key information regarding the consequences of labor trafficking be strategically placed throughout Maryland's most frequently affected communities, including but not limited to those communities within a close proximity to I-95 and Baltimore City (see Appendix for flyers).

We recognize that developing an effective Labor Trafficking Public Awareness Campaign and Human Trafficking Awareness Month will take significant time and effort. For this reason, we recommend the first Awareness Month to begin in January of 2016, allowing for a full year of planning and funding to take place. It is only through the cooperation of the MHTTF, the State of Maryland, and our community partners that this endeavor will be made possible. We hope that through thorough planning and development, an awareness campaign will help to uncover labor trafficking victims and perpetrators as well as prevent future cases.

³³ "2013 Statistical Overview," National Human Trafficking Resource Center (NHTRC).https://na4.salesforce.com/sfc/p/#3000000006E4S/a/6000000004U8X/g.ugT8Evt_r2.CrkWYkLzDMHDzjQBR1Qw9_1_yE1Kyg= (accessed June 20, 2014).

³⁴ "2011 Language Mapper Tool." 2011 United States Census Bureau.
http://www.census.gov/hhes/socdemo/language/data/language_map.html (accessed June 10, 2014).

³⁵ Senate Bill 542, Sess. of 2010 (Maryland 2010), <http://mgaleg.maryland.gov/2010rs/bills/sb/sb0542e.pdf>

Implementation

Implementing the public awareness campaign will take effort and cooperation from government and community members alike. It will require extensive planning and funding in order to be most effective. The Executive Branch, particularly the Maryland Human Trafficking Task Force (MHTTF), would be primarily responsible for implementing and promoting the campaign. In the past, Governors and Presidents alike have helped to promote awareness of human trafficking. In January of 2014, President Obama made a proclamation appointing January as National Human Trafficking Awareness Month. If the Governor of Maryland was to make a similar proclamation, this undertaking would benefit greatly. The Executive Branch should work closely with our community partners to create a truly effective campaign. Expanding resources and starting dialogue with various community organizations will be the best way to find sources of funding and promotion. There are several organizations within our area that are committed to raising awareness of the issue of human trafficking. After consulting with the Victim Services subcommittee of the MHTTF, allies such as the Tahirih Justice Center and Esperanza Center have been made aware of these efforts and have agreed that this issue and solution are relevant and significant. These community organizations will be some of our greatest assets as we move forward with this endeavor.

We have developed numerous potential ideas for events and tactics to promote awareness of labor trafficking in Maryland. The first step is outlining the specifics for the Human Trafficking Awareness Month. It is our hope to have the first Human Trafficking Awareness Month in January of 2016. This gives a full year of preparation, as well as additional time to talk to different community partners about their ideas and concerns relating to the execution of the month.

Specifically, the month would have a central theme each year within the topic of human trafficking. The first year would be centered around the theme “Freedom is Free, Labor Isn’t,” looking closely at the inner-workings of Maryland’s labor trafficking industry and developing ways the community can help combat this issue. The month would begin with an opening ceremony on January 11th. This ceremony would include a keynote speaker, rally, and invitation by the Governor to participate in the month’s events. The location for this ceremony should be in a location central to the issue. We suggest the Inner Harbor in Baltimore as Baltimore is a major city with a port and thereby accounts for a large number of trafficking cases in the state.

Following this event, we are proposing four (4) other events be offered throughout the month, as well as ongoing opportunities for community members to be involved.

Providing four other events ensures that there is an event for each week of the Awareness Month. We have brainstormed a variety of options so as to reach a wide range of community members, rather than specific interest groups. The first event would take place the first week of the month. Navy blue is the national color for human trafficking awareness, so we are proposing that one day be designated where community members are encouraged to wear that color. This would allow adults and children alike to become involved in the awareness campaign from their own communities, while simultaneously promoting an image of solidarity surrounding the issue. The second proposed event is a candlelight vigil in support of the survivors of labor trafficking and those yet to be found. This event would be open to people of all backgrounds and faiths, and would provide an opportunity for the community to band together and visibly show their support.

The third major event night we are advocating is a movie night. Local theatres such as the Senator in Baltimore offer to host charity events on weeknights where a movie of the charity's choosing may be played. The charity pays a flat rate and is then able to sell tickets for the event at the price of their choosing, in an effort to raise funds and awareness. There are many movies which would fit well within the issue of human trafficking and labor trafficking specifically. Some suggestions include: "Not My Life" (2010), "Dying to Leave" (2003), and "Modern Heroes, Modern Slaves" (1999). Each of these films would offer an opportunity for community members to have an inside look at the tragedies of human trafficking. This would also be an ample time for other aspects of the campaign to be promoted such as the sale of tee-shirts, ribbons, buttons, and trading cards. Finally, the closing event we are proposing is a closing ceremony on February 12th, Abraham Lincoln's birthday and the final day of the Awareness Month. This event would wrap up the month's events and allow community members to see the progress that has been made and provide outlets for where they can turn once the month is complete.

While the month is progressing, we have brainstormed continuing opportunities for community members to engage in within their specific neighborhoods. These opportunities include a poster contest for elementary school children surrounding the theme of the month. The poster contest winner could be chosen by the Maryland Human Trafficking Task Force, and could then be displayed at the final event on February 12th. Another potential opportunity for

involvement is the development of a local area book club. A book would be selected each year by the MHTTF centered on the month's theme. Some books that fit nicely with the theme proposed for January of 2016 include: *The Slave Next Door* by Kevin Bales, *Finding Freedom* by Sue Searles, and *Children of the City* by Tiffany Pastor.

Regarding the ongoing public awareness campaign centered on labor trafficking, we have proposed other areas to encourage longer-lasting community support. These include the use of social media to raise awareness. Specifically, we are proposing the creation of Facebook, Twitter, and YouTube pages centered on MHTTF's efforts towards combating human trafficking, or labor trafficking specifically. Hashtags on both Facebook and Twitter serve as a great promotional tool and allow community members to become involved in the campaign. The hashtag #FreedomisFreeLaborIsnt is one example of a potential promotion. Once PSAs have been developed, they could be made available on the MHTTF YouTube page. We have also developed flyers and billboard models to be posted throughout the state in key areas frequently associated with human trafficking such as ports and I-95 (see Appendix 1 for examples). While billboards can be costly, it is our hope that through campaign efforts and fundraising events, eventually we can make this idea a reality.

Other potential ideas in the works include donation events at local restaurants where a portion of all proceeds go to the MHTTF and its partners, the sale of t-shirts, buttons, and ribbons, and the creation of trading cards. As labor trafficking is defined as the illegal trade of people, trading cards could be used as an innovative and creative way of spreading the word about the repercussions of labor trafficking.

We believe the key to a successful Awareness Month and overall awareness campaign is providing a wide array of outlets for community members to be involved. None of this would be made possible without the driving forces of the MHTTF, the Governor, and the Executive Branch as a whole. It is only through their delegation that these efforts can become a reality.

Potential Barriers

Combating the issue of labor trafficking is a serious feat that will require strategy and innovation. In efforts to successfully reduce labor trafficking through public awareness, it is important to foresee and preemptively prepare to encounter the various barriers of the proposed solution. There are many counteractive factors that may hinder the implementation and

progressive results of this plan. For instance, community, linguistic, and monetary barriers are expected potential hindrances.

When working to combat labor trafficking, it is important to recognize the potential negative effects that certain barriers can have on the success of the implemented plan. This is an issue that requires the support and active participation of communities in Maryland. Low levels of support from local communities might prove to be a detrimental factor to the progression of the public awareness plan. To encourage participation, the awareness campaign provides various events that reach out to different audiences in the community. Members in every community have different interests in their facets of life. Citizens of Maryland have interests in sports, business, education, law enforcement, and more. Citizens in Maryland are more likely to attend events that satisfy their particular interests. It is important to have these events that accommodate community members' interests to increase participation in the awareness activities.

In addition to not understanding the significance of the issue, many people in Maryland involved in labor trafficking or who know of other people's involvement may not understand due to language barriers. According to findings, Asians and Latinos are labor trafficked the most in Maryland. In a state that contains a significant percentage of foreigners, language may be a barrier. Also, a great number of persons trafficked may not speak English well enough. These victims could be missed due to a lack of understanding the language. In order to effectively get the message out to the public, it must be accessibly translated and made available to the masses through various reasonable avenues.

Albeit, the support and well wishes of Maryland residents and community members boost the successes of the process, money covers the actual implementation of the proposed plan. Without allocated funds, this plan will not be as efficient and combative as possible. Handling the issue of labor trafficking requires sufficient funding. This money can be found through grants, non-profit organizations, activist and grassroots organizations, civilian donations, and so forth. In addition to those potential money sources, the funds may be re-appropriated from accounts that focus on sex-trafficking. The desired account for labor trafficking may be derived from the fiscal account allocated to effectively combat human trafficking. Although these barriers are significant, we believe the necessity and potential success of the proposed solution outweigh its setbacks. Ending modern day slavery in our state is an effort that must be enacted with these obstacles in mind.

Alternative Solutions and Next Steps

The existence of labor trafficking is a huge problem that is impossible to tackle through just one campaign. We believe that our campaign is the best first step to take in order to identify victims. Our campaign works in efforts to decrease the number of underreported labor trafficking cases through raised awareness. However, this sole solution cannot solve the problem; it is a multi-step process that will require additional action. It is our hope that, following the implementation of the campaign, there will be an increase in the reporting of human trafficking cases. More cases call for more prosecutions. More prosecutions call for relevant legislation. We believe that, in addition to the campaign, the legislative branch of the state government should increase legislation on labor trafficking. Currently, human trafficking laws are more relevant to sex trafficking circumstances rather than those associated with labor. With the addition of more descriptive labor trafficking laws, attorneys may be able to prosecute more cases to the fullest extent possible. In support of this, we are also asking that the executive branch enforce the prosecutions of human traffickers. In doing this, cases will develop solid precedents and, hopefully in time, the act will be discouraged and decreased.

Albeit our focus is more so on revealing victims and preserving justice, we would like to shed light on the persons that matter: the victims. We are asking that the government provide better services to accommodate labor trafficking victims. According to the Polaris Project's State Report from 2013, Maryland did not have any prominent legislation corresponding with victim assistance.³⁶ Once more victims are found with the help of raising awareness through the campaign, services that labor trafficking victims will need can be identified; with help from non-governmental service organizations and legislation, victim services can increase and be tailored to the population in need.

These steps can be seen as alternatives or can be tackled in chronologically. We believe that combatting labor trafficking is not a quick fix solution but rather a step-by-step process that will require time and effort. We have chosen to attack the problem at its root, looking at the discrepancy between suspected labor trafficking cases and uncovered cases. This is not to say that the issues of legislation and victim services should not be addressed but rather, we must be realistic when it comes to the gravity of the issue at hand. We must work in a logical transition

³⁶ *National Human Trafficking Resource Center Data Breakdown: Maryland State Report, 2013*. The Polaris Project. <https://na4.salesforce.com/sfc/p/>

from awareness, to legislation, to victim services in order to provide a comprehensive solution to the issue of labor trafficking. Combatting this issue does not stop with awareness, but it can begin here.

Conclusion

“Freedom is Free, Labor Isn’t” is about tackling Maryland’s labor trafficking problem with the help and support of the community. Having modern day slavery exist in any form in Maryland is awful, but labor trafficking is often not known or recognized compared to sex trafficking and it is time to change that. Through a community-based public awareness campaign that can get everyone involved from elementary school kids to business men and women, we believe that we can help put a stop to this huge issue. Many steps need to be taken to stop labor trafficking, but the public awareness campaign must be the first so that the victims can be discovered and the problem be combated.

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Appendix 1: National Human Trafficking Hotline Billboards



Appendix 1: Continued



Appendix 2: PSA Script: Radio and Television

Voiceover: “When you think of labor trafficking, what do you think of? Boy soldiers in Uganda? Young girls working as domestic slaves in the Middle East? Sweatshop workers in China? Do you ever think of Maryland? Labor trafficking is a global issue with local repercussions. The exact number of trafficking cases is unknown, as cases all too often go unreported and unacknowledged. What we do know is that every day, every minute, there are people within our own neighborhoods who do not live freely. This can end now, starting with you. It takes every member of a community to ensure labor traffickers are punished and their victims set free. If you suspect labor trafficking is occurring near you, don’t wait. Call the National Human Trafficking Resource Center at 1 (888) 373-7888. Because no person should live in fear for their lives in our cities. Because no person should have their humanity stripped from them. Because no person should live in slavery. Because Freedom is free, labor isn’t. *pause* This message is sponsored by the Maryland Human Trafficking Task Force and its community partners.”

Images and videos of trafficking victims to be played while the voice is speaking for TV