

# Human Trafficking Laws and Investigations



Statewide Training for Law Enforcement, Prosecutors and Court  
Personnel per RCW 43.280.095

OFFICE OF CRIME VICTIMS ADVOCACY  
AND PUBLIC SAFETY

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REPORT TO THE LEGISLATURE

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# Acknowledgments

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# Executive Summary

## Overview

In 2015, the Washington State Legislature passed SSB 5933, requiring the Department of Commerce Office of Crime Victims Advocacy (OCVA) to establish a statewide training program on Washington's human trafficking laws for criminal justice personnel, including prosecutors, law enforcement and court personnel. The bill, codified in RCW 43.280.095, requires that:

*"(1) The office of crime victims advocacy shall establish a statewide training program on Washington's human trafficking laws for criminal justice personnel.*

*(2) The training shall be provided where possible by an entity that has experience in developing coalitions, training, programs, and policy on human trafficking in Washington.*

*(3) The entity will provide or coordinate training for law enforcement personnel, prosecutors, and court personnel covering Washington's state anti-trafficking laws, the investigation of sex trafficking cases, and the adjudication of sex trafficking cases. The training shall encourage interdisciplinary coordination among criminal justice personnel, build cultural competency, and develop an understanding of diverse victim populations, including children, youth, and adults.*

*(4) The office shall provide a biennial report to the appropriate policy committees of the legislature on the statewide training program, with a focus on the effectiveness of the training."*

This report is the second biennial report to the Legislature on the statewide training program on human trafficking laws and investigations. This report includes background information on the human trafficking industry and relevant state laws, activities completed, a description of the methodology used to measure the effectiveness of the training program, a description of the next steps for the program recommendations and a conclusion. The appendices contain data tables and figures.

## Key Findings and Highlights

### Overview

From July 2017 - June 2019, Commerce provided four day-long trainings and two four-hour trainings for 168 individuals. The training program covers only sex trafficking. However, it is critical that training on labor trafficking be available and accessible for law enforcement and prosecutors.

### Trainings Outcomes and Findings

The training program demonstrates effectiveness in increasing awareness and knowledge about anti-trafficking laws, investigations, adjudication of cases, interdisciplinary coordination and diverse populations affected. In every category of occupation, the percent increase in survey scores for interdisciplinary coordination was more than double the score increase for the other two survey responses ("Role of community-based organizations" and "Services available for victims").

Attendees reported a 67% increase in the survey score between the pre- and post-training survey.

#### **Training Outcomes for Law Enforcement**

One-day trainings for law enforcement were most effective on Washington state anti-trafficking laws, with a reported 56% gain in knowledge.

#### **Trainings Outcomes for Prosecutors**

One-day trainings for prosecutors were most effective on the prosecution of labor trafficking cases, with a reported 56% gain in knowledge.

### Training Outcomes for Trainees Without Previous Training

In the training areas of prosecution and adjudication, one-day trainings for trainees without previous trafficking training were particularly effective, resulting in an average positive change in their scores of around 100%. The following topics saw the largest gains in knowledge:

- Human trafficking of LGBTQ individuals: 83%
- Human trafficking of men: 121%
- Human trafficking of people of color: 87%

### Next Steps for the Training Program

- Identify opportunities to provide trainings at relevant association conferences.
- Identify training components and trainers for a "2.0" advanced training for law enforcement and prosecutors.
- Identify training needs and interests of law enforcement and prosecutors related to training on human trafficking in Indian Country.
- Draft training outline on human trafficking in Indian Country.

### Summary of Recommendations

The recommendations are summarized below. The "Recommendations" section has more details.

- **Continue funding for statewide training:** The availability of this no-cost-to-participants training program is vital to ensure law enforcement, prosecutors, and court personnel have victim-centered information about the complexities of human trafficking, including relevant laws, the investigation and adjudication of sex trafficking cases, and the diverse populations impacted by this crime.
- **Narrow the definition of court personnel:** Narrowing the definition to specify judges and court clerks would help identify, develop, and implement trainings specific to the duties and responsibilities of these positions.
- **Create a separate training program to address labor trafficking:** The workgroup and Washington State Task Force Against the Trafficking of Persons recommends that the Legislature amend RCW 43.280.095 to create and fund a separate statewide training program on labor trafficking. Commerce submitted a decision package in support of this recommendation.

# Background on Human Trafficking

## The Human Trafficking Industry

Human trafficking is a complex issue that affects children, youth, and adults in communities across Washington. The crime of human trafficking includes labor and sex trafficking and is well hidden. Traffickers can be male or female and could be family members, strangers, trusted adults, employers, or people involved in gangs. Traffickers use a variety of tactics to force, coerce, and mislead people into trafficking situations. Tactics include force, fear, shame, physical and sexual violence, threats, and a false perception of “love.”

Human trafficking occurs in a wide variety of contexts – in homes, hotels, motels, massage parlors, and in industries such as agriculture, manufacturing, and food service. Sex trafficking relies heavily on social media. With the anti-sex trafficking laws Stop Enabling Sex Traffickers (SESTA) and Fight Online Sex Trafficking (FOSTA) instituted in 2018, some urban areas see an increase in sex trafficking on the street.

## People Impacted by Human Trafficking

As indicated in the first biennial report,<sup>1</sup> traffickers often target people who are vulnerable due to poverty, socio-economic status, race and ethnicity, lack of caregiver and family supports, age, cognitive and intellectual challenges, being from another country and other factors. Gender-based discrimination and violence place women, girls, and transgender youth and adults at heightened vulnerability to trafficking. Other factors that increase a person's risk are prior experiences of physical or sexual abuse, and alienation from one's family.<sup>2</sup>

It is important to note that boys and men are also impacted by sex trafficking. Studies have found that among homeless youth, comparable numbers exist for boys and girls who disclose sexual exploitation.<sup>3</sup> In a study completed in New York City in 2008, 249 youth under the age of 18 self-reported participating in Commercial Sexual Exploitation of Children markets. Forty-five percent of the sample were male, and 48% were female.<sup>4</sup>

## Challenges in Identifying and Delivering Services to Victims of Trafficking

Human trafficking is a complex issue affecting children, youth, and adults, and occurs throughout Washington. Identifying the crime of human trafficking requires understanding the nuances and sub-culture, individuals targeted, and tactics traffickers use. It also requires an understanding of the impact of trauma and its effect on trust, behavior, and relationships. In addition, understanding oppression, risk factors, and potential indicators is also vital. With an increased understanding of these factors, professionals will have the skills, knowledge, and person-centered approach needed to engage effectively with victims of human trafficking, as well as individuals at risk.

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<sup>1</sup> Human Trafficking Laws and Investigations, Statewide Training for Law Enforcement, Prosecutors and Court Personnel, <http://www.commerce.wa.gov/wp-content/uploads/2018/06/Commerce-Human-Trafficking-Training-2017.pdf>

<sup>2</sup> Washington State Department of Commerce, “Statewide Coordinating Committee on Sex Trafficking: Report on Committee Activities and Plan to Address Sex Trafficking (2014), <http://www.commerce.wa.gov/wp-content/uploads/2016/03/Commerce-Sex-Trafficking-Final-2014.pdf>

<sup>3</sup> ECPAT USA, “AND BOYS TOO,” (2013), [https://static1.squarespace.com/static/594970e91b631b3571be12e2/t/5977b2dacd0f688b2b89e6f0/1501016795183/ECPAT-USA\\_AndBoysToo.pdf](https://static1.squarespace.com/static/594970e91b631b3571be12e2/t/5977b2dacd0f688b2b89e6f0/1501016795183/ECPAT-USA_AndBoysToo.pdf)

<sup>4</sup> Curtis, Terry, Dank, Dombrowski, and Khan. “The Commercial Sexual Exploitation of Children in New York City, Volume One: The CSEC Population in New York City: Size, Characteristics, and Needs,” (2008), <https://www.ncjrs.gov/pdffiles1/nij/grants/225083.pdf>

People impacted by human trafficking generally do not identify as “victims.” Because the tactics used by traffickers, the history of oppression, trauma, and violence, and mistrust of “systems,” victims are often reluctant to disclose information, seek services, or report the crime to law enforcement. It is therefore vital that law enforcement, prosecutors, service providers and other professionals receive training about human trafficking, which can result in more effective strategies to engage with survivors.

## Washington State Laws Related to Human Trafficking

### Background

In 2003, Washington was the first state to pass a law criminalizing human trafficking. In 2014, the Polaris Project published its annual [Analysis of State Human Trafficking Laws](#).<sup>5</sup> Washington was one of three states to receive a perfect score in the 10 categories on which the states were graded.

### Legal Definitions

Under RCW 9A.40.100, the term human trafficking includes labor trafficking, sex trafficking and commercial sexual abuse of a minor (CSAM).

"(1) A person is guilty of trafficking in the first degree when: (a) Such person: (i) Recruits, harbors, transports, transfers, provides, obtains, buys, purchases or receives by any means another person knowing, in reckless disregard of the fact, that force, fraud, or coercion, as defined in RCW 9A.36.070 will be used to cause the person to engage in:"

#### Labor Trafficking

"(I) Forced labor; (II) Involuntary servitude."

#### Sex Trafficking

"(III) A sexually explicit act; or (IV) (A) a commercial sex act, or (B) that the person has not attained the age of eighteen years and is caused to engage in a sexually explicit act or a commercial sex act."

#### Commercial Sexual Abuse of a Minor

A person is guilty of commercial sexual abuse of a minor if they:

- Provide anything of value to a minor or a third person as compensation for a minor having engaged in sexual conduct with him or her.
- Provide or agree to provide anything of value to a minor or a third person pursuant to an understanding that in return such minor will engage in sexual conduct with him or her; or
- He or she solicits, offers, or requests to engage in sexual conduct with a minor in return for anything of value (RCW 9.68.A.100).

"(5) If the victim of any offense identified in this section is a minor, force, fraud or coercion are not necessary elements of an offense, and it does not matter whether the juvenile consented or appeared to consent to the sexual act."

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<sup>5</sup> Polaris Project, Analysis of State Human Trafficking Laws, (2014), <https://polarisproject.org/resources/2014-state-ratings-human-trafficking-laws>

# Summary of Completed Trainings

## Overview

The primary purpose of the statewide training program is to use a person-centered approach to promote the use of existing laws to initiate sustainable and viable investigations, prosecutions, and adjudications across the state. To achieve these ends, prosecutors, law enforcement personnel and other criminal justice personnel received training across the following subject matter areas:

- Investigation of sex trafficking cases
- Adjudication of sex trafficking cases
- Washington state human trafficking laws
- Sex trafficking
- Labor trafficking
- Diverse populations impacted by human trafficking
- Service providers/services available
- Engagement in interdisciplinary coordination

## Data Limitations

Some trainees departed the training before it concluded. Therefore, more people attended training than are included in the data analysis.

The disproportionate number of law enforcement personnel in the sample may skew combined effectiveness ratings toward the areas of growth experienced by law enforcement, potentially limiting the areas of growth experienced by other criminal justice personnel.

## Completed Trainings

The training team completed six trainings from July 2017 to June 2019:

- Four one-day trainings
- Two four-hour trainings for the Tulalip Indian Tribe

One hundred sixty-eight professionals attended the statewide training for law enforcement and prosecutors. One hundred forty-six people completed the training, meaning they submitted a pre/post evaluation. Some attendees had to leave the training early due to appointments and unexpected work responsibilities. In addition to state, federal and tribal prosecutors and law enforcement personnel, attendees included staff from Juvenile Probation and Naval Criminal Investigation Services (NCIS).



**Table 1: Data, Location, and Attendance by Trainee - 2017 to 2019**

Training Date	Location	Law Enforcement	Prosecutors	Other	Total Trainees
Nov. 3, 2017, in Yakima	Yakima	26	3	2	31
Nov. 17, 2017, in Mount Vernon	Mount Vernon	25	5	3	33
Sept. 7, 2018, in Vancouver	Vancouver	14	2	4	20
Sept. 18, 2018	Tulalip Tribal Police	20	0	12	32
April 26, 2019, in Bellingham	Bellingham	21	1	8	30
Total		106	11	29	146
Total w/o Tulalip Tribal Police		86	11	17	114

## Survey Analysis

The ordered responses of the survey relied on the following five-point Likert scale:

- 5 points - Extremely familiar/aware
- 4 points - Moderately familiar/aware
- 3 points - Somewhat familiar/aware
- 2 points - Slightly familiar/aware
- 1 point - Not at all familiar/aware
- N/A or blank responses did not receive consideration.

As noted previously, the change in participant scores between the pre- and post-training surveys convey training effectiveness. For example, if Participant A marked that they were "Not at all familiar" with a topic on the pre-training survey, and then marked that they were "Somewhat familiar" with a topic on the post-training survey, that topic would be assigned 1 point for the pre-training survey and 3 points for the post-training survey for a change in score of +2 points. Commerce aggregated all participant responses, examining the change in score for each question or topic on the pre- and post-training surveys to evaluate survey effectiveness.

# One-Day Trainings

## Overview and Key Findings

The program held one-day trainings in Yakima, Mt. Vernon, Vancouver and Bellingham (see Table 1). The trainings were well attended and included law enforcement from city and state jurisdictions, as well as Tribal law enforcement. State and tribal prosecutors attended, as well as professionals from the Attorney General's Office. Seventy-five percent of the trainees were law enforcement personnel, 10% were prosecutors and 15% were other criminal justice personnel.

The statewide human trafficking training program was effective in instilling new knowledge and building on existing knowledge. Trainee experience was a key focal point in the analysis of effectiveness. That is, trainees with little experience with human trafficking concepts displayed large knowledge gains, while trainees with previous experience also displayed gains, albeit to a lesser extent (Table 12). This is also consistent with the analysis from the 2017 report.

In aggregate, respondents demonstrated a sound transfer of knowledge, which led to increased familiarity across each training area. An examination of training effectiveness by trainee type offers nuanced insight into the most and least effective training areas. A summary of these findings is below. Here, an increase in knowledge is represented by the percent increase in score for that topic for all members of a trainee type.

## Law Enforcement

Law enforcement saw the greatest gain in knowledge of state human trafficking laws (Figure 1). However, all criminal justice personnel had an average starting score of about 2.40 for these categories.

Law enforcement and other criminal justice personnel experienced a significant gain in knowledge of investigating labor trafficking cases in general (Figure 2). Data shows that respondents were overall less familiar with the topic of labor trafficking.

The most effective areas of the training for law enforcement personnel concerned:

- Prosecution of labor trafficking cases: familiarity increased by 59%
- Adjudication of labor trafficking cases: familiarity increased by 54%
- Human trafficking of LGBTQ individuals: familiarity increased by 55%
- Human trafficking of men: familiarity increased by 63%

The area with the least effective training for law enforcement personnel concerned was "personal involvement with sex trafficking investigations"; familiarity increased by 12%.

## Prosecutors

Prosecutors saw the greatest gain in knowledge of human trafficking investigations, especially regarding personal involvement with sex trafficking investigations (Figure 1).

The most effective areas of the training for prosecutors concerned:

- Personal involvement with sex trafficking investigations: familiarity increased by 51%.
- Prosecution of labor trafficking cases: familiarity increased by 61%.
- Adjudication of sex trafficking cases: familiarity increased by 55%.
- Adjudication of labor trafficking cases: familiarity increased by 56%.

The area with the least effective training for prosecutors concerned "services available for victims from community-based organizations in my area"; familiarity decreased by 12%.

## Tulalip Tribal Police Training

### Background

In June 2018, the interim police chief of the Tulalip Indian Tribe consulted with staff at the U.S. Attorney's Office, Western District, regarding training for Tulalip Tribal law enforcement on human trafficking. The U.S. Attorney's Office and OCVA worked collaboratively to identify training components and how best to meet the unique training needs of the Tulalip Indian Tribe. The interim police chief requested the training be four to five hours and be held on consecutive days so all patrol officers, covering day and night shifts, could attend. The police chief also requested that the training cover labor trafficking and that the training be open to tribal advocates, local emergency medical service and first responders.

OCVA and the U.S. Attorney's Office, Western District, worked together to discuss components to cover, nuances, and to determine who would provide training. Because of previous conversations regarding human trafficking in Indian Country, jurisdictional challenges related to the offender, the victim, where the crime took place, state and federal laws, and other unique considerations, OCVA and the U.S. Attorney's Office, Western District identified areas to cover in training.

OCVA and the U.S. Attorney's Office identified and secured trainers for the four-hour trainings. No prosecutors attended the Tulalip training. Approximately two-thirds of trainees were law enforcement officers, and one-third represented other criminal justice personnel.

### Overview and Key Findings

Training for the Tulalip Tribal Police was effective in instilling new knowledge and in building on existing knowledge. Trainees with little experience with human trafficking concepts displayed large knowledge gains, while trainees with previous experience also displayed gains. This is also consistent with the analysis from the 2017 report. In addition, the data demonstrated a significant positive change in score for training items specific to the Tulalip training, such as indicators of labor trafficking. This positive change is especially noteworthy, given the shortened length of the Tulalip training compared to the other trainings analyzed.

No prosecutors attended the Tulalip training. Approximately two-thirds of trainees were law enforcement officers, and one-third were other attendees, including first responders and victim advocates.

Cumulatively, trainees reported an increase in familiarity and awareness with every subject matter area. The largest effectiveness gains related to Washington state human trafficking laws (Figure 6), indicators of sex trafficking (Figure 7), and the role of local community-based agencies or organizations in addressing human trafficking (Figure 8). Trainees gained a significant amount of knowledge about the trafficking of select diverse populations, including LGBTQ individuals, boys, men, and people of color (Figure 10). Law enforcement scores increased by the greatest percentage, compared to other trainees, regarding the role of local community-based agencies or organizations in addressing human trafficking, human trafficking of men, and human trafficking of LGBTQ individuals. Other attendees' scores increased by the greatest percentage, compared to other trainees, regarding the applicability of Washington state human trafficking laws, indicators of sex trafficking, and how to work with victims. Finally, respondents without previous human trafficking training experienced large increases in familiarity across all subject matter areas.

## Tulalip Indian Tribe Training Analysis

This analysis examines the Tulalip Tribal Police training separately, as trainings addressed unique stakeholder needs. The Tulalip training was four hours, compared to the daylong training of over eight hours. As requested by the Tribe, Commerce included emergency medical staff, advocates and others in attendance. Labor trafficking was also covered in more detail in the Tulalip training than the daylong trainings. Therefore, whenever trainees mentioned "the training" or "trainees," these terms do not refer to Tulalip Tribal Police data unless expressly referred to as such. However, Commerce evaluated the Tulalip Tribal Police data with the same methodology as all other survey data.

In aggregate, trainees demonstrated a sound transfer of knowledge, which led to increased familiarity across each training area (Table 10). An examination of training effectiveness by trainee type offers nuanced insight into the most and least effective training areas. A summary of these findings is below. Here, an increase in familiarity is represented by the percent increase in score for that topic for all members of a trainee type.

In each trainee category, the percent increase in survey scores for interdisciplinary coordination was more than double (and in some cases triple) the score increase for the other two survey questions. Overall, there was a 105% increase in the survey score between the pre- and post-training surveys (Figure 9).

### Law Enforcement

Training for law enforcement demonstrated a greater than 80% increase in knowledge of the human trafficking of LGBTQ individuals, boys and men (Figure 10).

The most effective areas of the training for law enforcement personnel were concerning:

- Applicability of Washington state human trafficking laws: familiarity increased by 81%
- Human trafficking of LGBTQ individuals: familiarity increased by 88%
- Human trafficking of men: familiarity increased by 91%
- Human trafficking of boys: familiarity increased by 79%

The areas with the least effective training for law enforcement personnel concerned:

- The applicability of federal human trafficking laws: familiarity increased by 33%
- Indicators of sex trafficking: familiarity increased by 36%
- Likelihood of engaging in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases: familiarity increased by 154% (Figure 9).

### **Non-Law Enforcement Attendees**

Attendees other than law enforcement personnel reported a significant increase in knowledge for indicators of sex trafficking, indicating that this was a particularly effective area of training for this group (Figure 7).

Non-law enforcement attendees demonstrated a significant increase in knowledge of how to work with victims, with a 75% increase in score for that area (Figure 10).

The most effective areas of the training for other criminal justice personnel concerned:

- The applicability of Washington state human trafficking laws: familiarity increased by 103%.
- Indicators of sex trafficking: familiarity increased by 151%.

The areas with the least effective training for law enforcement personnel concerned:

- Role of community-based agencies/organizations in addressing human trafficking in my area: familiarity increased by 15%.
- Human trafficking of boys: familiarity increased by 16%.

## 2018 - 2019 Activities

In April 2018, representatives from the King County Prosecuting Attorney's Office and the Attorney General's Office transitioned out of the workgroup. New staff in their respective positions replaced the members and currently serve on the workgroup and as presenters. The workgroup met twice. With the transition of the new members, the workgroup decided to delay identifying and implementing a 2.0 training. The workgroup decided to hold basic trainings in eastern and western Washington.

### Human Trafficking in Indian Country

With the increased awareness and discussion of human trafficking in Indian Country in Washington, the workgroup discussed coordinating a training to cover this issue. The workgroup discussed components to cover and potential trainers. Special considerations include state and federal laws, jurisdictional aspects related to the offender, victim, where the crime occurred, tribal code and other unique nuances. The workgroup will continue the discussion on this issue.

### Court Personnel

OCVA submitted a proposal for three trainers to provide a three-hour session at the 60th Washington Annual Judicial Conference held in September 2018. The proposed session: "Washington - Our State, Our Communities: A Judicial Response to Sex Trafficking" focused on providing insight on sex trafficking and the sexual exploitation of children and youth. The proposal was not accepted. In May 2017, OCVA communicated with the Washington Association of Prosecuting Attorneys (WAPA) to assess if a brief training could be included at one of the statewide trainings WAPA sponsored in the fall or spring of 2018. WAPA expressed interest, but due to having a speaker on human trafficking at the last annual training, they declined.

### Resource to Communities

With the implementation of the statewide training, OCVA received multiple requests for information and referrals related to the training. In November 2017, the Administration for Children and Families (ACF) contacted OCVA for background and consultation regarding the statewide training. ACF was interested in learning about the components covered, context regarding the training and information on the trainers. OCVA provided consultation and assistance to ACF regarding a training on human trafficking in Indian Country at the Tulalip Indian Tribe. After learning about the Laws and Investigations training curriculum, ACF was interested in having several components of the training included in the Tulalip training. OCVA reached out to a national resource related to human trafficking in Indian Country to gain insight regarding special considerations on this issue. OCVA coordinated with three trainers of the Laws and Investigations training who were available to provide training at the Tulalip Indian Tribe event. Due to the audience being broad and including advocates, social workers, probation staff, gaming agents, law enforcement and others, Commerce revised components. The training covered the subculture of sex trafficking, working with victims, diverse populations affected and Washington state and federal anti-trafficking laws.

OCVA and three trainers provided consultation to the Port of Seattle on training curriculum used statewide, components covered and other training resources available for law enforcement.

Because of the statewide trainings, OCVA received several requests from law enforcement who attended training for contact information for advocates serving victims of sex trafficking and requests for case consultation from trainers. OCVA was also able to refer a community member who was concerned about a family member and potential indicators of sex trafficking to a detective who had attended a training.

# Next Steps, Recommendations and Conclusions

## Next Steps for the Training Program

- Identify opportunities to provide trainings at relevant association conferences.
- Identify training components and trainers for a 2.0 advanced training for law enforcement and prosecutors.
- Identify training needs and interests of law enforcement and prosecutors related to training on human trafficking in Indian Country.
- Draft training outline on human trafficking in Indian Country.

## Recommendations

### Continue Funding for Statewide Training

While multiple activities are occurring statewide to respond to human trafficking, few training opportunities are available for law enforcement, prosecutors, and court personnel. The availability of this free training program is vital to ensure law enforcement, prosecutors, and court personnel have victim-centered information about the complexities of human trafficking, including relevant laws, the investigation and adjudication of sex trafficking cases, the diverse populations impacted by this crime, and the support and assistance available to victims.

### Narrow the Definition of Court Personnel

The workgroup recommends defining court personnel as judges and court clerks in RCW 43.280.095.4 The current description of “court personnel” covers a wide array of staff involved in the criminal justice system. Narrowing the definition to specify judges and court clerks would help identify, develop, and implement trainings specific to the duties and responsibilities of these positions.

### Create a Separate Training Program to Address Labor Trafficking

Finding training and resources related to labor trafficking is challenging. Few training opportunities related to labor trafficking exist for professionals. Fifty percent of attendees noted they were “not at all familiar” with the investigation of labor trafficking cases.

The workgroup recommends that RCW 43.280.095 be amended to create a separate statewide training program on labor trafficking. Additional funding would be required to implement a labor trafficking training program. Training would include human trafficking laws, investigations, adjudication and individuals impacted. Training on labor trafficking for law enforcement and prosecutors would likely increase the identification and prosecution of labor trafficking cases.

## Conclusions

For the one-day trainings analyzed for this report, 28% of respondents to the pre- and post-event evaluations indicated they had no experience with human trafficking or had not received human trafficking training. For inexperienced trainees, the trainings yielded large increases in knowledge, with many trainees moving from no experience to a higher level of familiarity across each subject area. For example, in the training areas of prosecution and adjudication, all trainees with no previous experience saw an average positive change in their scores of near or over 100%. This data demonstrates that training is particularly effective for trainees with no previous experience with human trafficking or training about human trafficking.



# Appendix A: Training Data

## Day-Long Trainings Data

**Table 2: Average Respondent Scores**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	2.37	3.48	1.108	47%
The applicability of federal human trafficking laws before this training	2.42	3.15	0.727	30%
Investigating sex trafficking cases in general	2.67	3.23	0.558	21%
Investigating labor trafficking cases in general	2.11	2.84	0.726	34%
Personal involvement with sex trafficking investigations	2.34	2.80	0.464	20%
Prosecution of sex trafficking cases	2.13	2.91	0.774	36%
Prosecution of labor trafficking cases	1.63	2.68	1.048	64%
Adjudication of sex trafficking cases	1.95	2.75	0.798	41%
Adjudication of labor trafficking cases	1.63	2.58	0.944	58%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.41	3.17	0.752	31%
Services available for victims from community-based organizations in my area	2.52	3.20	0.681	27%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.19	3.65	1.461	67%
Human trafficking of LGBTQ individuals	1.82	2.83	1.009	55%
Human trafficking of boys	2.00	2.83	0.833	42%
Human trafficking of men	1.75	2.81	1.057	60%
Human trafficking of people of color	2.06	2.95	0.890	43%

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
Human trafficking of girls	2.56	3.20	0.642	25%
Human trafficking of women	2.54	3.19	0.649	26%
How to work with victims	2.37	3.16	0.782	33%

**Table 3: Law Enforcement Scores**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	2.38	3.47	1.091	46%
The applicability of federal human trafficking laws before this training	2.34	3.03	0.697	30%
Investigating sex trafficking cases in general	2.59	3.08	0.497	19%
Investigating labor trafficking cases in general	2.03	2.66	0.626	31%
Personal involvement with sex trafficking investigations	2.36	2.64	0.279	12%
Prosecution of sex trafficking cases	2.02	2.54	0.519	26%
Prosecution of labor trafficking cases	1.57	2.49	0.922	59%
Adjudication of sex trafficking cases	1.84	2.53	0.688	37%
Adjudication of labor trafficking cases	1.57	2.42	0.854	54%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.45	3.11	0.658	27%
Services available for victims from community-based organizations in my area	2.48	3.14	0.658	27%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.14	3.61	1.466	68%

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
Human trafficking of LGBTQ individuals	1.72	2.67	0.949	55%
Human trafficking of boys	1.96	2.79	0.825	42%
Human trafficking of men	1.69	2.75	1.060	63%
Human trafficking of people of color	1.94	2.79	0.848	44%
Human trafficking of girls	2.49	2.95	0.453	18%
Human trafficking of women	2.47	3.00	0.529	21%
How to work with victims	2.41	2.96	0.553	23%

**Table 4: Prosecutor Scores**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	3.00	4.13	1.125	38%
The applicability of federal human trafficking laws before this training	2.73	3.75	1.023	38%
Investigating sex trafficking cases in general	3.36	3.89	0.525	16%
Investigating labor trafficking cases in general	2.36	3.44	1.081	46%
Personal involvement with sex trafficking investigations	1.91	2.89	0.980	51%
Prosecution of sex trafficking cases	2.91	3.67	0.758	26%
Prosecution of labor trafficking cases	2.00	3.22	1.222	61%
Adjudication of sex trafficking cases	2.36	3.67	1.303	55%
Adjudication of labor trafficking cases	2.00	3.11	1.111	56%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.64	3.56	0.919	35%

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
Services available for victims from community-based organizations in my area	3.27	3.67	0.394	12%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.27	4.25	1.977	87%
Human trafficking of LGBTQ individuals	2.45	3.56	1.101	45%
Human trafficking of boys	2.64	3.44	0.808	31%
Human trafficking of men	2.18	3.22	1.040	48%
Human trafficking of people of color	2.91	3.78	0.869	30%
Human trafficking of girls	3.36	4.00	0.636	19%
Human trafficking of women	3.18	4.00	0.818	26%
How to work with victims	3.09	3.56	0.465	15%

**Table 5: Other Criminal Justice Personnel Scores**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	2.59	3.35	0.767	30%
The applicability of federal human trafficking laws before this training	2.47	2.89	0.418	17%
Investigating sex trafficking cases in general	2.65	3.31	0.658	25%
Investigating labor trafficking cases in general	2.35	2.97	0.621	26%
Personal involvement with sex trafficking investigations	2.47	3.03	0.556	23%
Prosecution of sex trafficking cases	2.18	3.29	1.113	51%

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
Prosecution of labor trafficking cases	1.71	2.84	1.136	67%
Adjudication of sex trafficking cases	2.24	2.87	0.633	28%
Adjudication of labor trafficking cases	1.71	2.68	0.978	57%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.47	3.29	0.819	33%
Services available for victims from community-based organizations in my area	2.59	3.37	0.780	30%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.35	3.58	1.226	52%
Human trafficking of LGBTQ individuals	2.00	2.95	0.949	47%
Human trafficking of boys	2.06	2.90	0.839	41%
Human trafficking of men	1.88	2.92	1.041	55%
Human trafficking of people of color	2.35	3.03	0.673	29%
Human trafficking of girls	2.59	3.36	0.771	30%
Human trafficking of women	2.65	3.26	0.609	23%
How to work with victims	2.47	3.33	0.863	35%

**Table 6: Average Changes in Scores**

Trainee Groups	All Groups		Law Enforcement		Prosecutor		Other	
	Change	% Change	Change	% Change	Change	% Change	Change	% Change
"The training increased my familiarity with:"								
The applicability of Washington State human trafficking laws	1.108	47%	1.136	49%	1.125	38%	1.122	50%
The applicability of federal human trafficking laws prior to this training	0.727	30%	0.756	32%	1.023	38%	0.611	25%
Investigating sex trafficking cases in general	0.558	21%	0.497	19%	0.525	16%	0.658	25%
Investigating labor trafficking cases in general	0.726	34%	0.626	31%	1.081	46%	0.621	26%
Personal involvement with sex trafficking investigations	0.464	20%	0.279	12%	0.980	51%	0.556	23%
Prosecution of sex trafficking cases	0.774	36%	0.519	26%	0.758	26%	1.113	51%
Prosecution of labor trafficking cases	1.048	64%	0.922	59%	1.222	61%	1.136	67%
Adjudication of sex trafficking cases	0.798	41%	0.688	37%	1.303	55%	0.633	28%
Adjudication of labor trafficking cases	0.944	58%	0.854	54%	1.111	56%	0.978	57%
Role of community-based agencies/organizations in addressing human trafficking in my area	0.752	31%	0.708	30%	0.919	35%	0.662	25%

Trainee Groups	All Groups		Law Enforcement		Prosecutor		Other	
	Change	% Change	Change	% Change	Change	% Change	Change	% Change
"The training increased my familiarity with":								
Services available for victims from community based organizations in my area	0.681	27%	0.642	27%	0.394	12%	0.680	25%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	1.461	67%	1.466	68%	1.977	87%	1.226	52%
Human trafficking of LGBTQ individuals	1.009	55%	0.995	60%	1.101	45%	0.821	38%
Human trafficking of boys	0.833	42%	0.857	46%	0.808	31%	0.671	30%
Human trafficking of men	1.057	60%	1.062	65%	1.040	48%	0.884	43%
Human trafficking of people of color	0.890	43%	0.907	48%	0.869	30%	0.710	31%
Human trafficking of girls	0.64	25%	0.54	22%	0.64	19%	0.76	29%
Human trafficking of women	0.65	26%	0.61	25%	0.82	26%	0.58	21%
How to work with victims	0.78	33%	0.66	28%	0.46	15%	1.10	50%

# Tulalip Tribal Police Training Data

**Table 7: Average Respondent Scores for Tulalip Tribal Police**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	1.80	3.44	1.64	91%
The applicability of federal human trafficking laws before this training	2.55	3.56	1.01	39%
Indicators of sex trafficking	2.04	3.47	1.42	70%
Indicators of labor trafficking	2.03	3.54	1.51	74%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.22	2.96	0.74	33%
Services available for victims from community based organizations in my area	2.34	2.91	0.57	24%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	1.94	3.96	2.03	105%
Human trafficking of LGBTQ individuals	1.79	2.78	0.98	55%
Human trafficking of boys	1.83	2.63	0.80	44%
Human trafficking of men	1.69	2.63	0.94	56%
Human trafficking of people of color	1.93	2.92	0.99	52%
Human trafficking of girls	2.41	3.23	0.82	34%
Human trafficking of women	2.45	3.23	0.78	32%
How to work with victims	1.93	3.16	1.23	64%



**Table 8: Law Enforcement Scores for Tulalip Tribal Police**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	1.90	3.44	1.54	81%
The applicability of federal human trafficking laws before this training	2.60	3.47	0.87	33%
Indicators of sex trafficking	2.20	3.00	0.80	36%
Indicators of labor trafficking	1.95	3.21	1.26	65%
Role of community-based agencies/organizations in addressing human trafficking in my area	1.85	2.80	0.95	51%
Services available for victims from community based organizations in my area	2.05	2.67	0.62	30%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	1.55	3.94	2.39	154%
Human trafficking of LGBTQ individuals	1.41	2.65	1.24	88%
Human trafficking of boys	1.41	2.53	1.12	79%
Human trafficking of men	1.29	2.47	1.18	91%
Human trafficking of people of color	1.69	2.88	1.19	70%
Human trafficking of girls	2.29	3.19	0.89	39%
Human trafficking of women	2.24	3.19	0.95	43%
How to work with victims	2.00	3.13	1.13	57%

**Table 9: Non-Law Enforcement Personnel Scores for Tulalip Tribal Police Training**

"The training increased my familiarity with":	Pre-Training Average	Post-Training Average	Change	Percent Change
The applicability of Washington State human trafficking laws	0.70	3.45	1.75	103%
The applicability of federal human trafficking laws before this training	2.40	3.70	1.30	54%
Indicators of sex trafficking	1.75	4.40	2.65	151%
Indicators of labor trafficking	2.20	4.00	1.80	82%
Role of community-based agencies/organizations in addressing human trafficking in my area	2.83	3.25	0.42	15%
Services available for victims from community-based organizations in my area	2.83	3.38	0.54	19%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.58	4.00	1.42	55%
Human trafficking of LGBTQ individuals	2.33	3.00	0.67	29%
Human trafficking of boys	2.42	2.80	0.38	16%
Human trafficking of men	2.25	2.90	0.65	29%
Human trafficking of people of color	2.25	3.00	0.75	33%
Human trafficking of girls	2.58	3.30	0.72	28%
Human trafficking of women	2.75	3.30	0.55	20%
How to work with victims	1.83	3.20	1.37	75%

**Table 10: Average Changes in Scores for Tulalip Tribal Police**

Trainee Groups	All Groups		Law Enforcement		Other	
	Change	% Change	Change	% Change	Change	% Change
<b>"The training increased my familiarity with":</b>						
The applicability of Washington State human trafficking laws	1.64	91%	1.54	81%	1.75	103%
The applicability of federal human trafficking laws before this training	1.01	39%	0.87	33%	1.30	54%
Investigating sex trafficking cases in general	1.42	70%	0.80	36%	2.65	151%
Investigating labor trafficking cases in general	1.51	74%	1.26	65%	1.80	82%
Personal involvement with sex trafficking investigations	0.74	33%	0.95	51%	0.42	15%
Prosecution of sex trafficking cases	0.57	24%	0.62	30%	0.54	19%
Prosecution of labor trafficking cases	0.98	55%	1.24	88%	0.67	29%
Adjudication of sex trafficking cases	0.80	44%	1.12	79%	0.38	16%
Adjudication of labor trafficking cases	0.94	56%	1.18	91%	0.65	29%
Role of community-based agencies/organizations in addressing human trafficking in my area	0.99	52%	1.19	70%	0.75	33%
Services available for victims from community based organizations in my area	0.82	34%	0.89	39%	0.72	28%
<b>"The training increased my familiarity with:"</b>	<b>Change</b>	<b>% Change</b>	<b>Change</b>	<b>% Change</b>	<b>Change</b>	<b>% Change</b>

Trainee Groups	All Groups		Law Enforcement		Other	
	Mean	%	Mean	%	Mean	%
Routinely engage/will be more likely to engage in interdisciplinary coordination with other law enforcement agencies and community-based organizations on human trafficking cases	2.03	105%	2.39	154%	1.42	55%
Human trafficking of LGBTQ individuals	0.78	32%	0.95	43%	0.55	20%
Human trafficking of boys	1.23	64%	1.13	57%	1.37	75%
Human trafficking of men	1.64	91%	1.54	81%	1.75	103%
Human trafficking of people of color	1.01	39%	0.87	33%	1.30	54%
Human trafficking of girls	1.42	70%	0.80	36%	2.65	151%
Human trafficking of women	1.51	74%	1.26	65%	1.80	82%
How to work with victims	0.74	33%	0.95	51%	0.42	15%

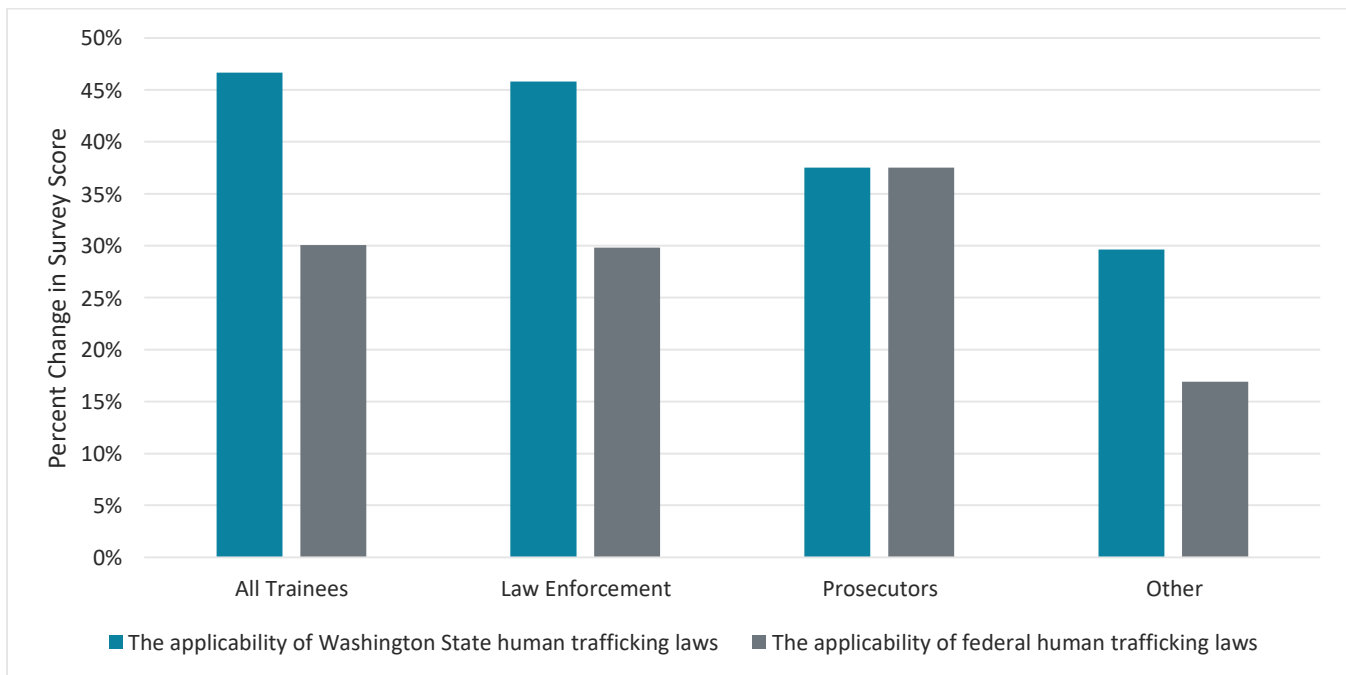
## Change Graphs

Table 11 below shows trainee experience with human trafficking victims, investigations, and previous human trafficking training. In total, only about 40% of law enforcement and prosecutor trainees have some previous human trafficking training or experience, and about 60% of "other" trainees have some previous human trafficking training or experience; therefore, a bit over half of the respondents lack experience with human trafficking. Examining the individual responses demonstrates that most respondents who lack experience with investigations are the same set who lack experience working with human trafficking victims. An analysis of trainees with no experience can be found later in the findings.

**Table 11: Trainee Experience**

Trainee	Yes, does have experience conducting human trafficking investigations	Yes, has previously worked with human trafficking victims	Yes, has previously attended training on human trafficking	Average % of "Yes" responses for previous experience
Law enforcement (n=86)	31 (36%)	38 (44%)	46 (53%)	45%
Prosecutors (n=11)	2 (18%)	4 (36%)	7 (64%)	39%
Other (n=17)	10 (59%)	11 (65%)	11 (65%)	63%
All (n=114)	43 (38%)	53 (46%)	64 (56%)	47%

**Figure 1: Training Effectiveness on State and Federal Laws**



As shown in Figure 1, cumulatively, all criminal justice personnel increased their familiarity with each area of law. Law enforcement saw the greatest gain in knowledge of state human trafficking laws. However, all criminal justice personnel had an average starting score of about 2.40 for these categories. Therefore, most respondents were either "slightly familiar" or "somewhat familiar" with trafficking laws before this training, so few of these trainees were without knowledge in this area.

**Figure 2: Training effectiveness on trafficking investigations**

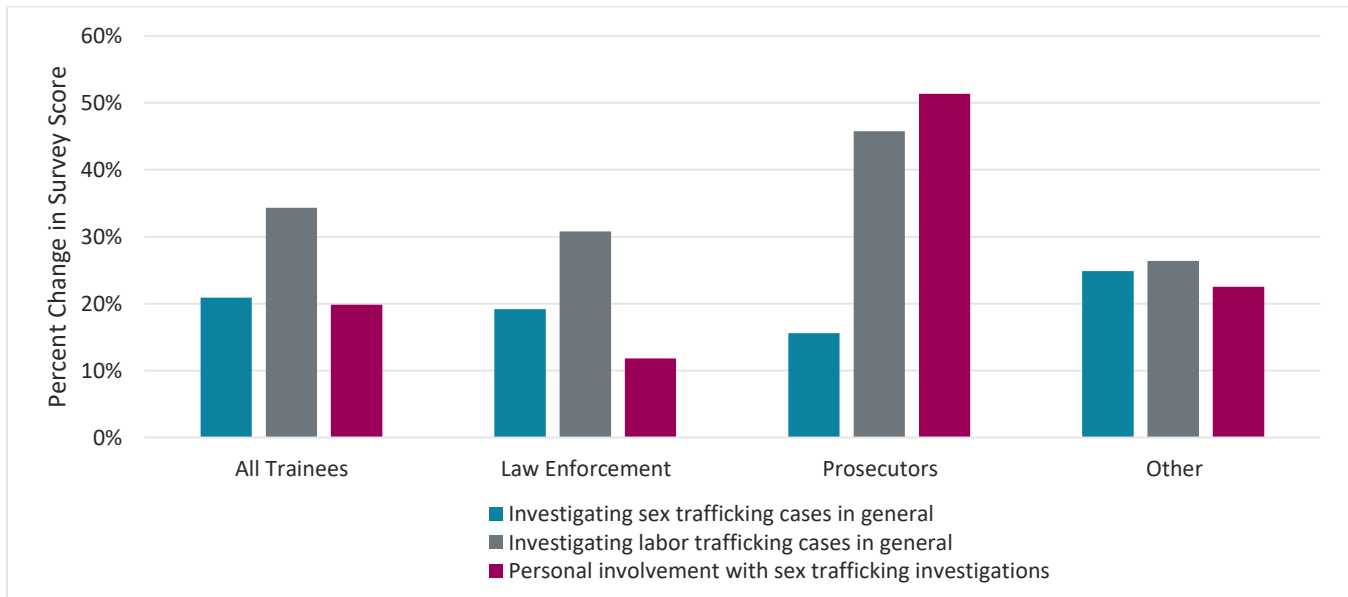
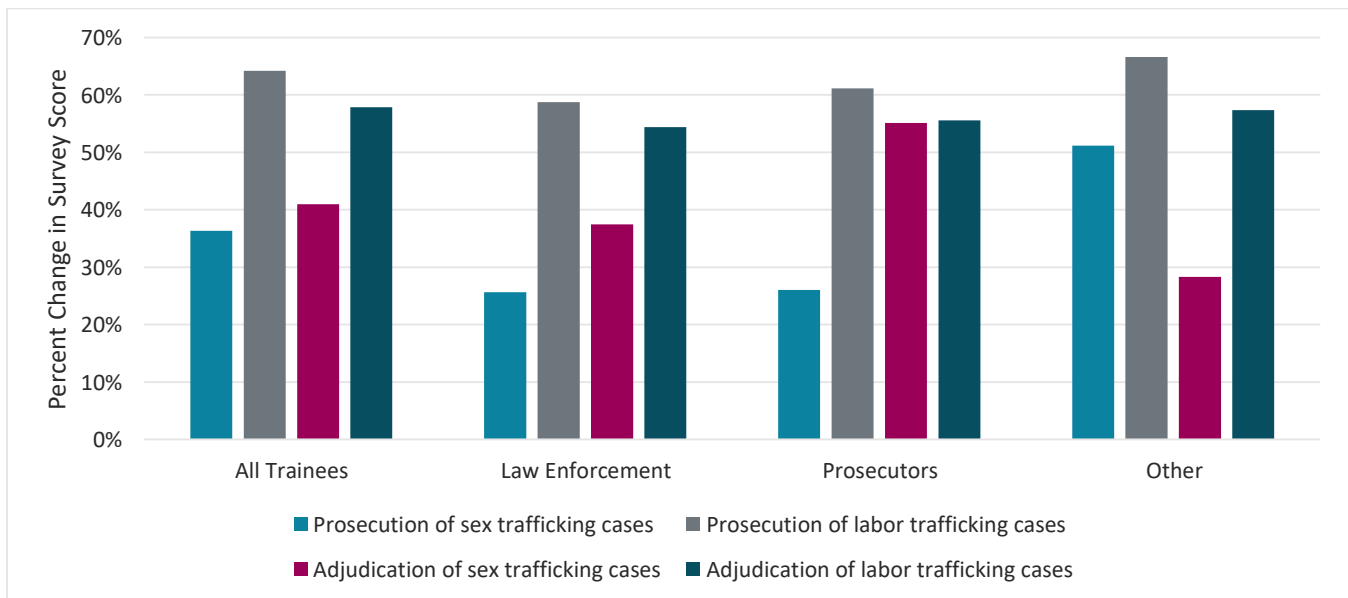


Figure 2 illustrates that cumulatively, all criminal justice personnel increased their familiarity with trafficking investigations. Prosecutors saw the greatest gain in knowledge of human trafficking investigations, especially regarding personal involvement with sex trafficking investigations. Law enforcement and other criminal justice personnel, however, saw a significant gain in knowledge of investigating labor trafficking cases in general. Data shows that respondents were overall less familiar with the topic of labor trafficking.

**Figure 3: Training Effectiveness on Trafficking Prosecution and Adjudication**



As shown in Figure 3, all trainees saw positive changes in scores for all training categories. However, prosecutors reported a proportionally larger positive change in score for the adjudication of sex trafficking cases, demonstrating a strong area of improvement for prosecutors.

**Figure 4: Training Effectiveness on Interdisciplinary Coordination**

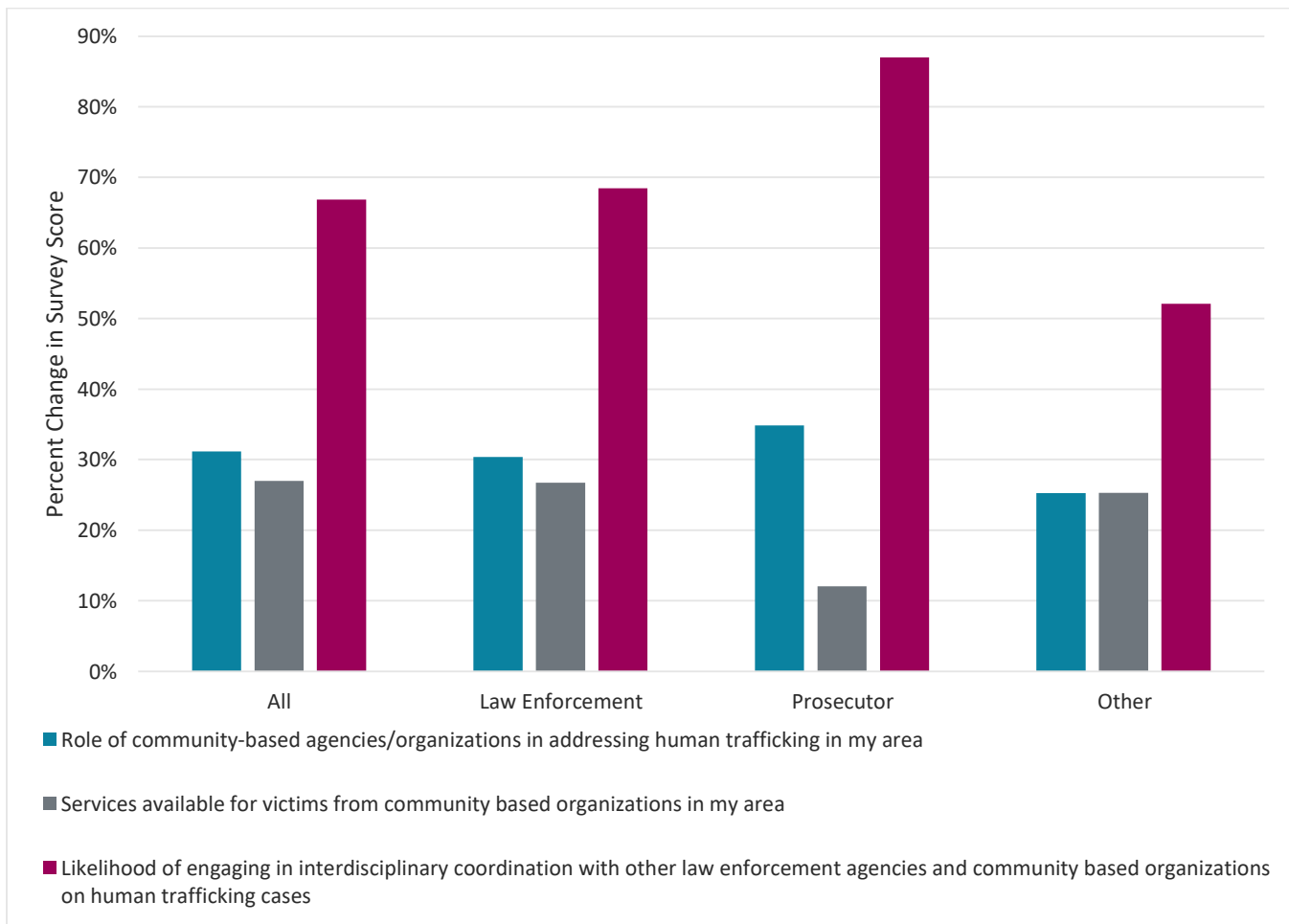


Figure 4 shows that all trainees saw positive changes in scores for all training categories. The survey score increase in regards to the “likelihood of engaging in interdisciplinary coordination” is particularly noteworthy. In every category of occupation, the percent increase in survey scores for interdisciplinary coordination was more than double the score increase for the other two survey responses (“Role of community-based organizations” and “Services available for victims”).

Overall, there was a 67% increase in the survey score between the pre- and post-training surveys. This large increase suggests that the human trafficking training was particularly effective, for all attendees, in increasing the likelihood of future engagement in collaboration among multiple law enforcement agencies and community-based organizations on human trafficking cases. In particular, there was an 87% increase in the average survey score for prosecutors, indicating that this group will now be much more likely to collaborate with other criminal justice personnel in the future.

**Figure 5: Training Effectiveness on Trafficking Within Diverse Populations**

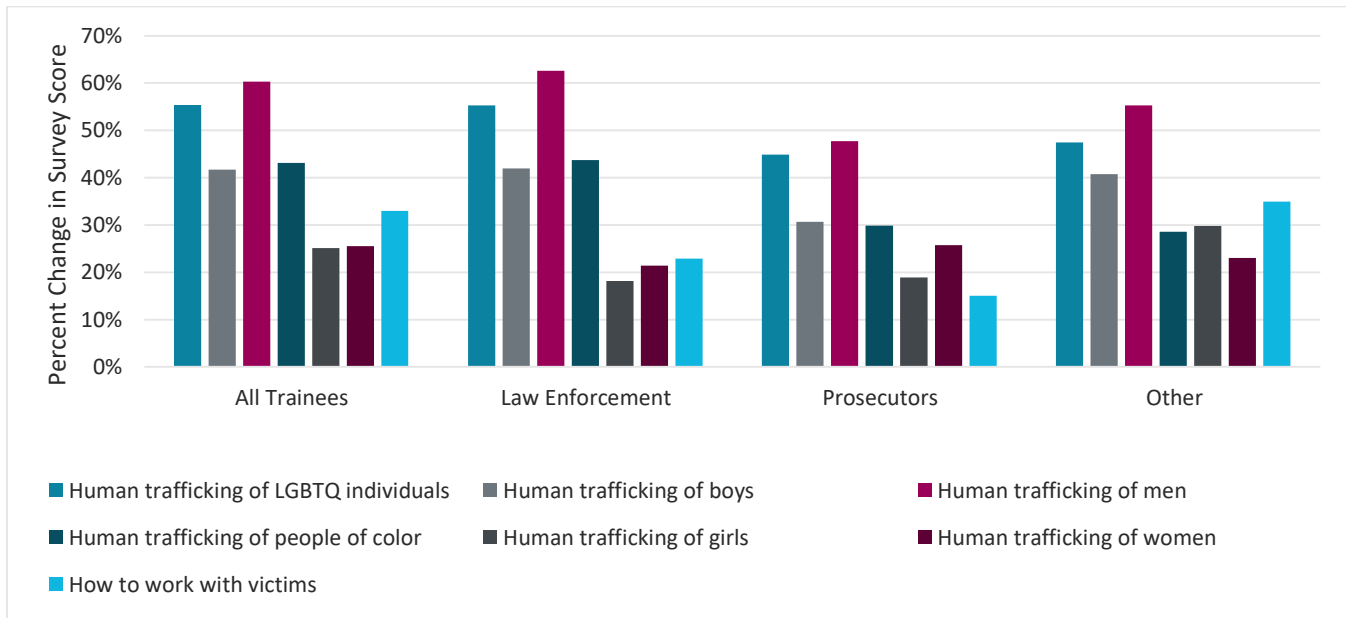


Figure 5 demonstrates that each trainee group demonstrated some knowledge gains in how to work with victims. However, the respondent categories started with an average score of 2.37, so most trainees had some previous knowledge of this topic. All trainee groups had positive changes in scores regarding human trafficking of certain populations, especially for the human trafficking of LGBTQ individuals, men, boys, and people of color. Law enforcement respondents showed the largest change in scores regarding these populations.

Prosecutors, on the other hand, demonstrated a more moderate effect from the training concerning LGBTQ individuals, boys, men, and people of color. In addition, the group of respondents identified as "other" had a positive change in scores that were less than law enforcement respondents but more than prosecutors' scores. It is important to reiterate that the sample of prosecutors was small, and the sample of law enforcement officers composed the vast majority of survey respondents. This may have influenced the overall effect of the training.

Table 12 demonstrates the proportion of respondents that, given a certain response for the pre-training survey, wrote the same response for the post-training survey. Most respondents who answered 1 on their pre-training survey for each question did not then answer 1 on the post-training survey. On the other hand, most respondents who answered 4 and 5 on their pre-training survey for each question had the same answer on their post-training survey. This indicates that respondents with more initial knowledge of human trafficking training topics learned less than respondents with less initial knowledge.

Table 12 also shows that some respondents answered and maintained a score of 1 for several training items, meaning that there is still a small portion of trainees who had no initial knowledge and did not indicate the gain of any knowledge of a particular topic after the training. This may indicate that some portions of the training are less effective in teaching trainees without prior human trafficking knowledge. However, this could also be due to trainee lack of interest in the survey, or inconsistencies with survey collection and recall of previous responses.



**Table 12: Training Effectiveness for Respondents Without Previous Trafficking Training Experience**

Training Area	Training Item	Change in Score	Percent Change
Laws	The applicability of Washington State human trafficking laws	1.52	74%
	The applicability of federal human trafficking laws before this training	1.20	65%
Investigation	Investigating sex trafficking cases in general	1.03	49%
	Investigating labor trafficking cases in general	1.18	71%
	Personal involvement with sex trafficking investigations	0.94	56%
Prosecution	Prosecution of sex trafficking cases	1.26	90%
	Prosecution of labor trafficking cases	1.45	119%
Adjudication	Adjudication of sex trafficking cases	1.31	100%
	Adjudication of labor trafficking cases	1.48	125%
Miscellaneous	Role of community-based agencies/organizations in addressing human trafficking in my area	1.09	58%
	Services available for victims from community-based organizations in my area	1.12	57%
Diverse Populations	Human trafficking of LGBTQ individuals	1.22	83%
	Human trafficking of boys	1.18	73%
	Human trafficking of men	1.48	121%
	Human trafficking of people of color	1.32	87%
	Human trafficking of girls	1.00	54%
	Human trafficking of women	1.06	55%
	How to work with victims	1.20	70%

## Tulalip Tribal Police Training

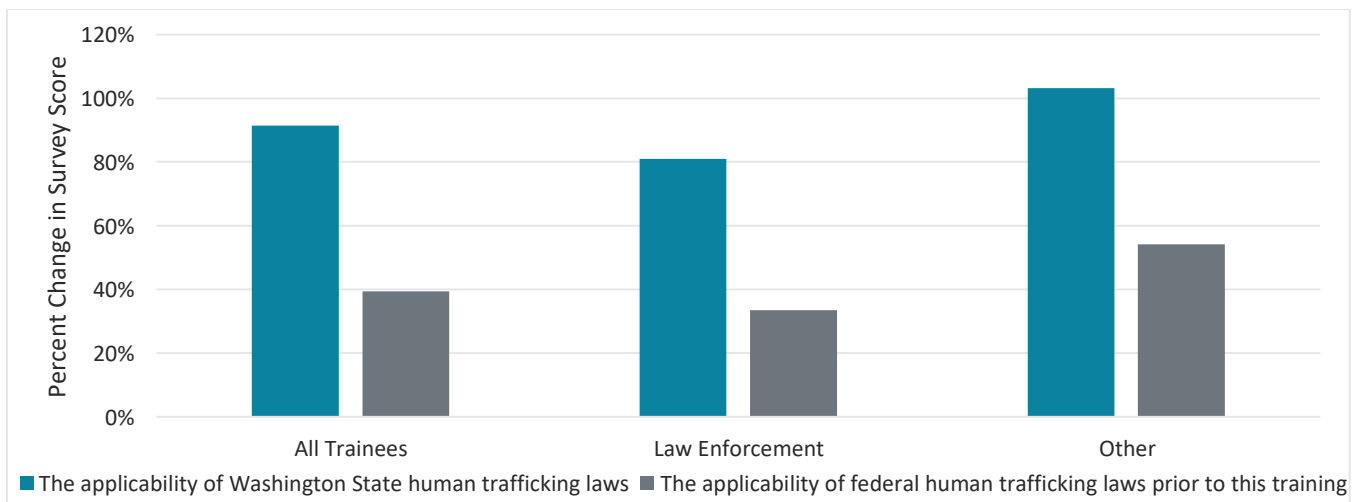
Table 13 presents trainee experience with human trafficking victims, investigations, and previous human trafficking training. In total, only about 30% of trainees had some previous human trafficking training or experience, yet 84% of trainees (notably, 100% of law enforcement personnel) reported that human trafficking is a problem in their jurisdiction. Therefore, this training was incredibly important to this jurisdiction, and will likely continue to be important for future years.

**Table 13: Tulalip Trainee Experience**

Trainee	Yes, does have experience conducting human trafficking investigations	Yes, has previously worked with human trafficking victims	Yes, is familiar with ways to approach victims of human trafficking	Yes, has previously attended training on human trafficking	Yes, thinks human trafficking is a problem in their jurisdiction
Law enforcement (n=20)	4 (20%)	4 (20%)	6 (30%)	11 (55%)	20 (100%)
Other (n=12)	0 (0%)	2 (17%)	4 (33%)	5 (42%)	7 (58%)
All (n=32)	4 (13%)	6 (19%)	10 (31%)	16 (50%)	27 (84%)

Figure 6 presents the training effectiveness of state and federal laws. Cumulatively, all criminal justice personnel increased their familiarity with each area of law. Both law enforcement and other criminal justice personnel had a greater positive change in score for Washington state human trafficking laws than federal human trafficking laws.

**Figure 6: Training Effectiveness on State and Federal Laws**



**Figure 7: Training Effectiveness on Trafficking Indicators**

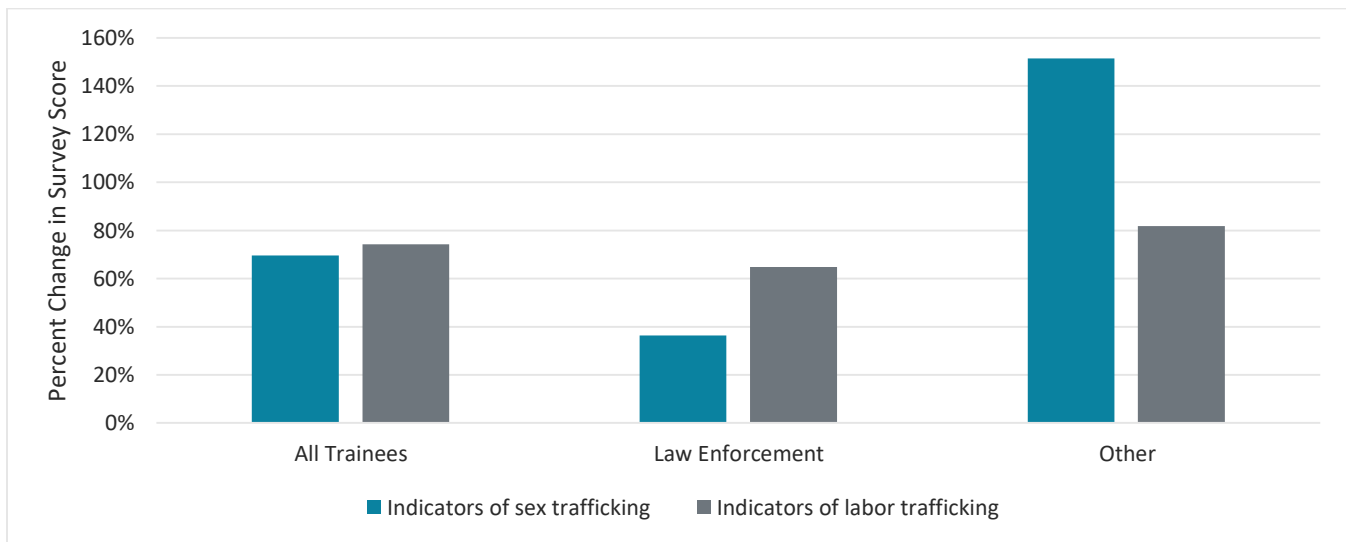


Figure 7 presents the training effectiveness of indicators of trafficking. Cumulatively, all criminal justice personnel increased their familiarity with both sex and labor trafficking indicators. Criminal justice personnel other than law enforcement personnel reported a significant increase in knowledge for indicators of sex trafficking, indicating that this was a particularly effective area of training for this group.

**Figure 8: Training Effectiveness on Prosecution and Adjudication of Trafficking Cases**

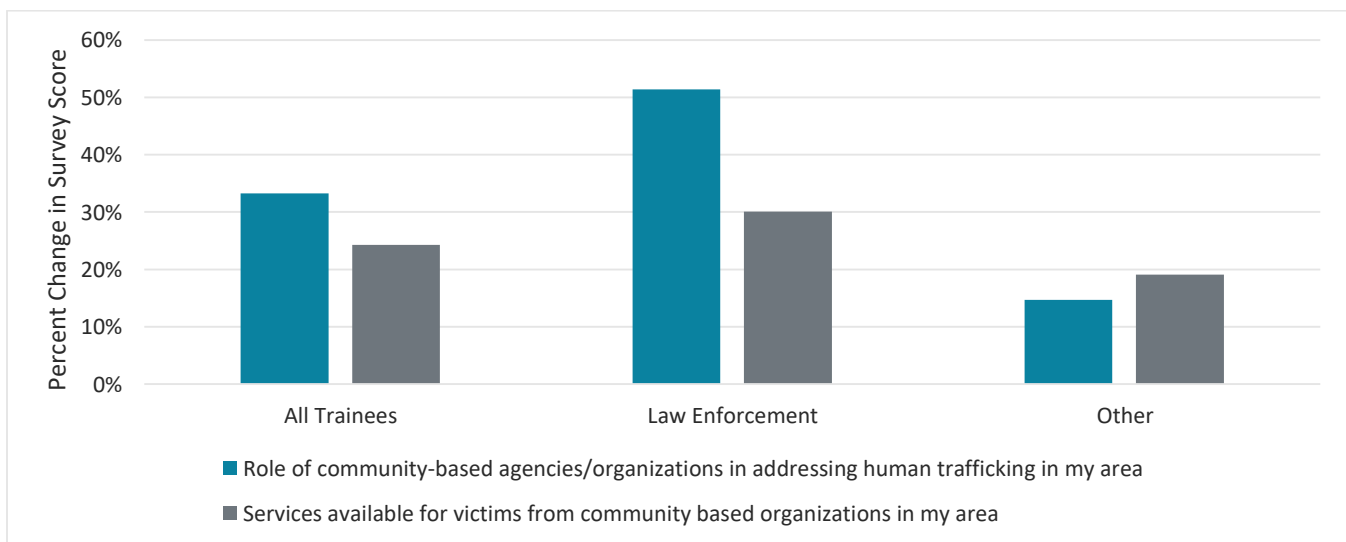
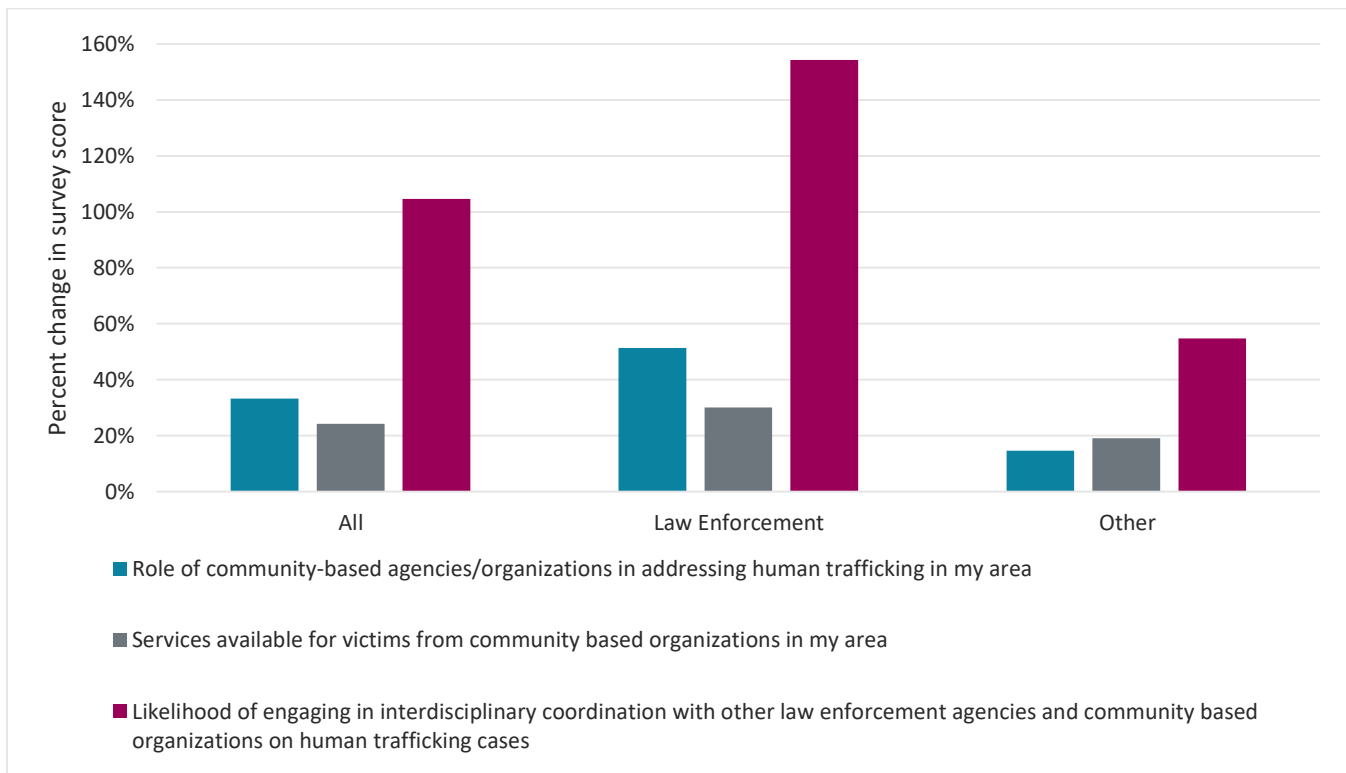


Figure 8 presents training effectiveness regarding the role of local community-based agencies or organizations in addressing human trafficking, as well as local services available for victims from such community-based organizations. Cumulatively, all criminal justice personnel increased their familiarity with both training areas. Law enforcement reported a much larger positive change in score for the role of local community-based agencies compared to all trainees.

**Figure 9: Training Effectiveness on Interdisciplinary Coordination**



As shown in Figure 9, all trainees saw positive changes in scores for all training categories. The survey score increase in regards to the “likelihood of engaging in interdisciplinary coordination” is particularly noteworthy. In each trainee category, the percent increase in survey scores for interdisciplinary coordination was more than double (and in some cases triple) the score increase for the other two survey questions.

Overall, there was a 105% increase in the survey score between the pre- and post-training surveys. This large increase suggests that the training was particularly effective, for all attendees, in increasing the likelihood of future engagement in collaboration among multiple law enforcement agencies and community-based organizations on human trafficking cases. In particular, there was a 154% increase in the average survey score for law enforcement personnel, indicating that this group will now be much more likely to collaborate with other agencies and organizations in the future.

**Figure 10: Training Effectiveness on Trafficking Within Diverse Populations**

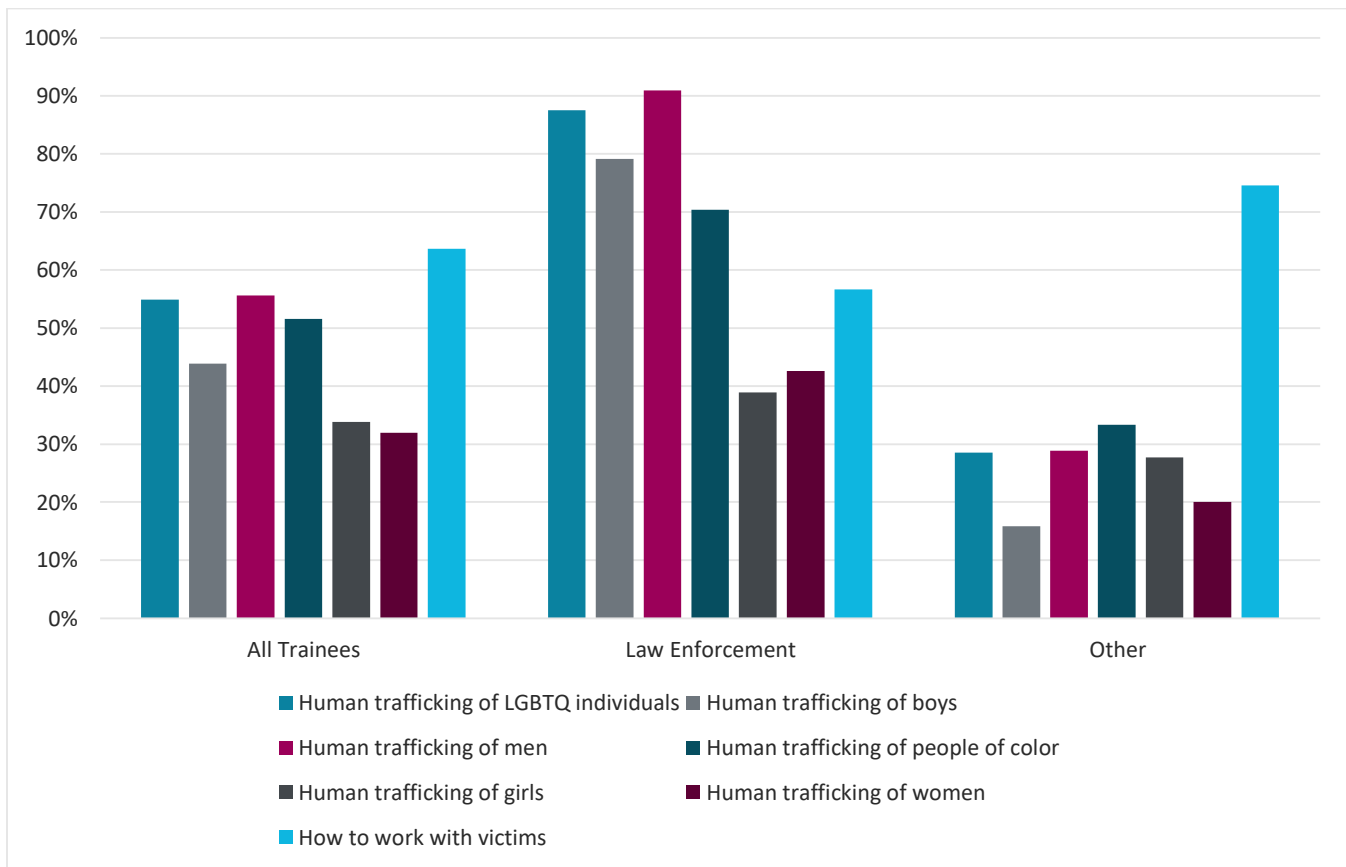


Figure 10 presents training effectiveness regarding the trafficking of diverse populations and how to work with victims of human trafficking. Cumulatively, all criminal justice personnel increased their familiarity with the trafficking of diverse populations and how to work with victims. Law enforcement demonstrated the most significant score increases in knowledge regarding the trafficking of diverse populations. In particular, the training for law enforcement demonstrated a greater than 80% increase in knowledge of the human trafficking of LGBTQ individuals, boys and men. Other criminal justice personnel demonstrated a significant increase in knowledge of how to work with victims, with a 75% increase in score for that area.