

BREAKING BARRIERS:
IMPROVING SERVICES FOR LGBTQ
HUMAN TRAFFICKING VICTIMS

A Top Ten List for Service Providers
and Criminal Justice Professionals

ABOUT POLARIS

Polaris is a leader in the global fight to eradicate modern slavery. Named after the North Star that guided slaves to freedom in the U.S., Polaris acts as a catalyst to systemically disrupt the human trafficking networks that rob human beings of their lives and their freedom. By working with government leaders, the world's leading technology corporations, and local partners, Polaris equips communities to identify, report, and prevent human trafficking. Our comprehensive model puts victims at the center of what we do — helping survivors restore their freedom, preventing more victims, and leveraging data and technology to pursue traffickers wherever they operate.



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BREAKING BARRIERS: TOP 10 LIST

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We also thank the many LGBTQ survivors of human trafficking whose stories informed the lessons learned and recommendations provided here. The courage and resiliency they have exemplified in sharing their experiences are critical to ensuring that the comprehensive services victims need to rebuild their lives are available to all youth.

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INTRODUCTION

TODAY, HUMAN TRAFFICKING IS A THRIVING CRIMINAL INDUSTRY, targeting the most at-risk individuals in our communities. Traffickers use force, fraud, or coercion to compel others into commercial sex or to provide labor or services. Frequently targeting individuals who lack strong support networks, those who have histories of abuse, or those who are marginalized from their community, traffickers exploit the vulnerabilities in our communities most at-risk individuals.

Youth who identify as lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ) reportedly face higher rates of discrimination due to their sexual orientation or gender identity.¹ Subsequently, they may be at higher risk of trafficking and exploitation due to this increased marginalization. Studies have shown that LGBTQ youth are overrepresented among runaway and homeless youth (RHY) populations,² as they experience more frequent harassment, family rejection, violence and economic instability.³ LGBTQ youth often report challenges in locating and accessing services. Safe shelter and access to culturally sensitive services are consistent barriers to self-sufficiency for LGBTQ youth who have been trafficked.

Where basic needs of LGBTQ youth go unmet, young people may enter high-risk, poorly regulated employment sectors or provide commercial sex acts in exchange for basic necessities. According to a 2013 report by Covenant House New York, 23 percent of homeless youth interviewed reported that they had traded sex for something of value in order to meet basic needs. Youth most frequently reported exchanging sexual acts for a place to sleep, money for food, drugs, and clothing, and money to support children or younger siblings.⁴

Teens and young adults are in a critical stage of personal development in which they need the support of families and trusted adults, yet LGBTQ youth often have to be more self-reliant while overcoming sustained challenges

in achieving self-sufficiency. These youth more frequently find themselves in contact with the juvenile justice and child welfare systems due to conflict with families and support systems about their gender identity or sexual orientation, the lack of strong safety nets, and their misidentification as criminals rather than victims.

As a result, LGBTQ youth may be disproportionately affected by human trafficking. LGBTQ youth are frequently penalized for their minority sexual or gender identification, leading to inappropriate or inadequate service provision. Therefore, LGBTQ youth are less likely to self-identify as victims of trafficking or report exploitation. Further complicating proper identification, many professionals and community members who do want to help frequently lack the training needed to recognize trafficking or how to effectively and compassionately assist these youth.⁵

Frontline anti-trafficking professionals can do better to support LGBTQ youth who have experienced human trafficking. Social service organizations and criminal justice systems are already serving LGBTQ youth, whether or not youth identify as such while in care.⁶ Efforts to end human trafficking are only effective when all victims of human trafficking receive support and assistance, including those who identify as gay or transgender.

While the anti-trafficking field has excelled in providing service to marginalized and vulnerable populations, many trafficked LGBTQ youth still go underserved or unserved. This resource seeks to shine a light on the encouraging practices taking place among anti-trafficking providers in recognizing the needs of LGBTQ youth and supporting them as they do all victims and survivors.

BUILD PARTNERSHIPS IN YOUR COMMUNITY

1

Effective human trafficking interventions rely on strong community-based collaborations. This is especially true when responding to trafficking situations involving LGBTQ youth, as these youth may have fewer social supports and have more specialized service needs. Building partnerships with organizations specializing in LGBTQ rights also provides the opportunity for knowledge exchange and strengthening service referrals. In order to ensure local human trafficking responses and practices are equitable and appropriate across service populations, human trafficking task forces should include local LGBTQ providers and LGBTQ survivors in their efforts.

KEY PARTNERS FOR ANTI-TRAFFICKING TASK FORCES

Human trafficking task forces should involve organizations or agencies that reflect the diversity of victims and survivors served. Reach out to organizations with LGBTQ expertise to build partnerships and strengthen referral networks. Some examples of organizations might include:

- Specialized LGBTQ Providers
- Local Gay-Straight Alliances (GSAs)
- Youth Development Organizations
- Universities & Hospitals
- Sex Worker Rights Groups
- Government or Law Enforcement LGBTQ Liaisons
- Local Branches of National LGBTQ Organizations
- Runaway and Homeless Youth Organizations
- Survivor-Led Organizations

CASE STUDY

Tumbleweed serves youth and young adults between the ages of 12 and 25 who have experienced homelessness. Tumbleweed formed the Arizona Partnership to End Domestic Trafficking which created a network within Maricopa and Pima County to improve service delivery, training and education within these communities.

The network is comprised of diverse providers who all bring unique skills and strengths to the table. Through this multidisciplinary approach, the network is able to train new partners, develop strong referral processes, and build community-wide standards of care for trafficking survivors.

In order to effectively meet the needs of trafficked youth and build the capacity of local communities to serve trafficked youth, the Arizona Partnership first sought to understand the experiences

of young people who had experienced sex trafficking. Along with the AZ Partnership, Tumbleweed partners with two other homeless organizations, one whose specific population is LGBTQ, to conduct a survey entitled the Youth Experience Survey (YES) to better understand the needs of homeless young adults who have experienced sex trafficking in their lifetime.

The 2014 YES survey found that 25 percent of surveyed, homeless young adults in Arizona had reported a sex trafficking experience. Individuals who identified as LGBTQ were more likely than heterosexual peers to experience trafficking. This survey was instrumental in determining priorities for organizational collaboration and development.

2

TRAIN STAFF TO CREATE A WELCOMING SPACE

Create an environment in which all youth receive equitable and supportive care by hosting regular training and discussion forums. Educational opportunities should allow staff the opportunity to learn about LGBTQ youth experiences including survivors' perspectives, recognize any internal bias, and strengthen empathetic responses. Successful cultural competency training is ongoing; discussion and support of sexual orientation and gender identity should be ongoing and practiced in day-to-day actions.

WHO SHOULD RECEIVE TRAINING?

Service Providers

- Leadership
- Line Staff
- Security
- Operations
- Clinical Staff
- Shelter Supervisors
- Outreach Staff
- Volunteers

Law Enforcement

- Investigators
- Patrol Officers
- Juvenile Detention Personnel
- Juvenile Parole/Supervision Officers
- Transport Employees
- Community Liaisons
- Victim Witness Specialists
- School Resource Officers
- Administration

CASE STUDY

*"Cultural Competency means centering those in the margins."
- Hediana Utarti*

Founded in 1988, Asian Women's Shelter (AWS) addresses the needs of survivors of domestic violence and human trafficking, especially those who are immigrants and refugees in 40 languages. Its program, Queer Asian Women and Transgender Support, ensures the organization's competency to serve both LGBTQ adult and youth survivors. AWS is one of the few organizations who work with transgender survivors across the gender spectrum, including male to female (MTF) and female to male (FTM).

Asian Women's Shelter's current capacity originated from the founding mothers' philosophy and commitment to serve survivors who are at the very margins of the community. Internally, AWS integrates LGBTQ concerns into its organizational strategic planning. For example, all staff, volunteers, interns, and language advocates must complete trainings on serving LGBTQ survivors and undergo regular refresher workshops.

AWS documentation (crisis line log, intake forms, and exit forms) is LGBTQ inclusive and is continuously being reviewed. Staff who identify as heterosexual are mandated to join the Homophobia Buster team. The team is responsible to unlearn homo/transphobia, address and confront homophobic and transphobic situations that take place in the organization or in the shelter, and provide regular workshops for clients and children on anti-homophobia/transphobia/heterosexism.

Externally, with the leadership of Asian Women's Shelter's queer identified staff, AWS creates networking opportunities and collaborations with LGBTQ organizations such as Community United Against Violence (CUAV) or Lavender Youth Recreation and Information Center (LYRIC) in San Francisco to create a seamless referral service, to support each other's work and to share resources including applying for grants together.

IMPROVE ABILITY TO IDENTIFY HUMAN TRAFFICKING

3

The very factors that lead to increased homelessness among LGBTQ youth also increase vulnerability to trafficking schemes and situations. Youth without adequate resources or support networks are more likely to enter into precarious housing situations or engage in survival sex to meet their basic needs. Yet, despite higher rates of victimization, LGBTQ youth face more frequent profiling, receive higher sentences, and are more likely to be prosecuted for consensual sexual activity than their non-LGBTQ peers.⁷ Furthermore, LGBTQ youth are more likely to be criminalized and detained for minor offenses.⁸

Law enforcement must be able to adequately identify elements of trafficking across all demographics and demonstrate cultural competency when working with a potential victim of trafficking. LGBTQ youth who are victims of sex trafficking may not fit a traditional understanding of pimp-controlled or gang-controlled sex trafficking. While some LGBTQ youth report being under the control of a pimp or trafficker, others may be coerced into providing commercial sex or labor for the profit of a house parent or in exchange for basic needs. Furthermore, in sex trafficking situations, a youth's sexual activity may or may not be consistent with their identity. First responders should not make assumptions about a youth's identity or orientation based on the circumstances of their trafficking situation.

CASE STUDY

As part of the development of a coordinated response protocol, The Seattle-King County Sexual Exploitation Response Network regularly brings together service providers, law enforcement, and other partners to receive training.⁹ These trainings help to increase first responders' ability to identify victims of sexual exploitation more accurately and provide more effective services to victims of sexual exploitation. From topics such as demand, legal frameworks for responding to sex trafficking, and understanding queer and trans youth experiences in the commercial sex industry, members of the Network are able to come together to learn about human trafficking among different settings and how to improve engagement with gay and transgender youth.

Recognizing the need for service providers and law enforcement to be more culturally competent when working with trafficked youth, the Seattle-King County Sexual Exploitation Response Network collaborates with the Northwest Network of Bisexual, Trans, Lesbian and Gay Survivors of Abuse. The Northwest Network is committed to improving communities' ability to support the self-determination and safety of bisexual, transgender, lesbian and gay survivors of abuse through education, organizing and advocacy. Offering both cultural competency trainings and advocacy for LGBTQ survivors of abuse, the Northwest Network has helped anti-trafficking organizations and professionals respond to the unique needs of a growing LGBTQ youth population in the state of Washington.

4

REVAMP YOUR INTAKE PROCESS

For many gay or transgender youth, the intake process may cause fear or hesitancy as it frequently necessitates disclosure (or coming out).¹⁰ Therefore it is important to have a clear policy that allows for services and treatment to be based on one's self-identification. Use the intake process to explain that your organization or agency is a welcoming, inclusive environment, that nondiscrimination and respect is expected of everyone in your facility, and how to report concerns or grievances.

SAMPLE INTAKE QUESTIONS

Inclusive intake questions may include questions with open fields for response or simply offer inclusive options with an optional open field.¹¹ Example intake questions:

- What do you prefer to be called?
- What are your preferred pronouns?
- How would you describe your gender identity?
 - Male
 - Female
 - Transgender
 - Gender Non-Conforming
 - Gender Queer
 - Two-Spirit
 - Other: _____
- How would you describe your sexual orientation?
 - Asexual
 - Bisexual
 - Gay
 - Lesbian
 - Heterosexual
 - Pansexual
 - Other: _____

CASE STUDY

For Polaris's Washington D.C.-based client services office, adjusting its intake process to be more welcoming and inclusive of gender identity and sexual orientation was a process of learning and adjustment over time and with experience. In order to make its intake process more inclusive, Polaris paid close attention to the use of language on gender identity and sexual orientation, reinforced values of respect for all staff and clients to create an open and welcoming atmosphere, and gave clients the opportunity to address topics that might be uncomfortable to address with strangers.

Through conversations with clients and staff, Polaris identified ways to make the intake process more inclusive and empowering

to clients. The new intake materials allow clients an opening to talk about hormone therapy, whether they are transitioning or hope to transition, or other gender identity resource needs. Clients are given a gentle opportunity to discuss topics that are important to case management, without demanding the clients raise the issue on their own.

Recognizing that many survivors of trafficking, LGBTQ survivors included, are people of color, Polaris ensures that staff are well-trained in engaging survivors from diverse backgrounds. Staff are sensitive to language and cultural differences, and skilled in making the intake process an open, flexible conversation rather than simply a form.

REVISIT YOUR PRACTICES ON CONFIDENTIALITY

5

The youth who come through your door may have differing levels of comfort in disclosing their sexual orientation or gender identity. Some youth may only feel comfortable sharing their sexual orientation or gender identity with one trusted staff member and may not be ready to come out to everyone in their lives. When a young person does share information about their identity or orientation, talk through the confidentiality and case tracking process to determine what feels safe and comfortable to the individual.

Youth who have been trafficked are likely to interact with many different institutions, including prosecutors, police officers, mental health providers, and hospitals, among others. Keep in mind confidentiality when making referrals. While it may be useful to document the youth's preferred pronouns or gender in their record so that other staff are aware and communicate appropriately with the youth, it might prove to be alienating if the youth has not chosen to come out to other providers or adults.

Likewise, youth who have been trafficked may be hesitant to disclose their situation out of fear of retribution from traffickers, fear of judgment by providers or loved ones, or simply out of lack of awareness about trafficking and assistance available to them. Service providers and law enforcement officers who already work with LGBTQ youth are well prepared to build rapport, demonstrate a consistent non-judgmental demeanor, and provide consistent support over time to youth who have experienced human trafficking.

CASE STUDY

The National Human Trafficking Resource Center (NHTRC) hotline, operated by Polaris, is a national confidential hotline for victims and survivors of human trafficking to report tips, seek services, and ask for help. This toll-free hotline is available to answer calls from anywhere in the country, 24 hours a day, seven days a week in more than 200 languages.

The NHTRC strives to make the most appropriate referrals and seeks to identify local organizations who have demonstrated strong cultural competency when working with LGBTQ youth who have experienced trafficking. Referrals to services are made to meet the needs and wishes of the caller. Callers may choose from several options when accessing services through the NHTRC. The NHTRC can connect the caller directly to a referral agency via conference call, reach out to a referral agency on the caller's behalf, or provide contact information for the referral agency so that the

caller can reach out directly.

In making these referrals, the NHTRC will not share any identifying information with the referral agency without the caller's consent. It is up to the caller how much information he/she wishes to provide to the NHTRC. Typically, the NHTRC only needs basic demographic information (e.g. age, gender, nationality, language spoken, etc.) in order to ensure that we are matching the caller with the best agency to meet his/her needs. Call Specialists receive extensive training in working with victims and survivors of all demographics and always use the caller's preferred name and gender. Following the caller's preference for what information is shared to referral organizations or law enforcement is an important way to affirm the individual's right to privacy and self-determination.

6

ADAPT YOUR FACILITIES TO BE INCLUSIVE

The most direct way to demonstrate that your organization is a welcoming place for LGBTQ youth is to hire staff and volunteers who also identify as LGBTQ. Place LGBTQ-friendly signage or visual cues around your building, on your website, and in outreach materials. Housing placements in sex-segregated facilities for LGBTQ youth should be determined in accordance with the youth's self-identified gender identity and made in conjunction with a collaborative safety planning process. Private rooms may be a helpful option, but isolation should not be mandatory.

Residents should be able to use restroom and shower facilities that correspond with their gender identity and offered options for privacy. Finally, transgender youth should have access to safe storage for medications and/or hormone treatments. Some transgender youth have reported engaging in risky employment or commercial sex in exchange for much needed hormone treatments, so care should be taken to identify gender-affirming medical treatment to avoid this risk for exploitation.

HOUSING AND SUPERVISION IN DETENTION

Even practices that are intended to provide additional protections may instead demonstrate intolerance for a youth's sexual orientation or gender identity. While in detention, LGBTQ youth more frequently report stays in isolation that far exceed legal limits for mandatory single room placements.¹² This practice may be intended to offer additional protection, but instead deprive youth of the social interaction needed for adolescent development.¹³ It may also pose an additional safety risk by creating unnecessary division among youth residents, which may contribute to the higher rate of sexual assault experienced by LGBTQ youth.¹⁴

CASE STUDY

Youth in Need has been serving youth in the greater St. Louis, Missouri area since 1974 through over 50 direct service and support programs to children, teens, and families.

Youth in Need has taken steps to ensure that all emergency shelter and transitional living environments are accepting and affirming of LGBTQ youth, from intake to discharge. Intake forms includes gender options of male, female, transgender FTM (female to male), transgender MTF (male to female), transgender, and a write-in option. A youth's preferred pronouns and preferred name are discussed at intake and always used. Youth in Need does not disclose a youth's LGBTQ identity to their peers, but supports youth in being "out" to others if they so desire.

For residential placements, youth who identify outside of the male/female binary are asked where they feel most comfortable sleeping, getting ready in the morning, etc. Youth have the option to sleep in bedrooms with their birth sex, identified gender, or in private overflow rooms. All restrooms are gender neutral.

Youth in Need has found that one of the most important aspects of effectively serving LGBTQ youth in residential settings is to not make assumptions. Something as small as letting a youth choose their own deodorant, rather than handing them a "male" or "female" type, can let them know that you respect their identity. These details reinforce to the youth that they are in a safe place and opens doors for them to be open about their situation and needs.

ADJUST YOUR SAFETY PLANNING PROCESS

7

Safety planning is critical, in both shelters and juvenile detention centers. LGBTQ youth who have been trafficked may have external safety concerns (such as threats from traffickers), necessitating strong safety plans. It is also just as important to conduct internal safety plans. Youth who identify as LGBTQ frequently run from care because of harassment faced in care, and are consequently confronted with higher risk of trafficking because they lack strong supports and resources when they need it most.

External safety planning with LGBTQ victims of human trafficking must be multidimensional and self-directed. Trafficking survivors who identify as LGBTQ frequently face threats from traffickers or others who were involved in the trafficking situation, familial or intimate partner violence, and harassment or violence simply because of their gender identity or sexual orientation.

Internal safety plans lay out contingency actions if a resident experiences discrimination or assault by other residents or staff. Options may include room assignments closer to on-call staff, in quieter areas of the shelter, with trusted roommates, or nearer to the single-use restroom. Staff should approach safety planning in an empowering manner, reinforcing the youth are the experts in their own safety and allowing them to drive their safety planning process.

CASE STUDY

Youth in Need takes a harm-reduction approach to safety planning with youth. Staff use inclusive language in all conversations with youth to discuss relationships (i.e. partner, significant other) and offer culturally specific resources when appropriate.

Safety planning with LGBTQ youth can have many layers and can be difficult for some staff and youth to discuss. For example, Youth in Need has found great success in partnering youth with staff who identify as LGBTQ and are comfortable in discussing topics related to commercial sex. In addition to their understanding about how LGBTQ culture influences perceptions of survival sex, these staff are trained on the

nuances of survival sex, sexual exploitation, and human trafficking. Furthermore, they practice meeting youth where they are, rather than using "professional terms and language," which can lead to youth disengagement.

Youth in Need employs a harm reduction model for LGBTQ youth which takes into consideration factors like personal health, personal safety, wellbeing and interpersonal relationships. For example, this might include discussing when or when not to disclose biological sex when a transgender youth is engaging in survival sex. These decisions are made in partnership with the youth and affirm their rights to self-determination.

8

ALLOW FLEXIBILITY IN TREATMENT OR CASE PLANNING

Like all trafficked youth, LGBTQ youth benefit from comprehensive trauma-informed wraparound services. However, LGBTQ youth may have specific needs that require specialized referrals. Some transgender youth may be in the process of transitioning,¹⁵ while others may need ongoing medical support. Transgender youth may need additional support and advocacy in changing their gender on their IDs or understanding their rights in employment settings. Offer clothing and hygiene items that fit the youth's gender identity.¹⁶ Trusted community volunteer mentors from the LGBTQ community can be a great way to support LGBTQ youth and help them build social capital.

HIGHLIGHT FOR CRIMINAL JUSTICE SYSTEMS:

Studies repeatedly show that appropriate care in detention is tied to decreased recidivism and success after detention.¹⁷ For youth who identify as LGBTQ during intake and assessments, confirm that the services (e.g. health, mental health, and substance abuse treatment services) are tailored to the youth's gender identity. For transgender youth, denial of continuing hormone treatment and related health services has been shown to worsen youth outcomes and even increase risk of suicidal and/or other self-harming behaviors. In addition, criminal justice systems should provide youth with gender appropriate hygienic and personal care items.

CASE STUDY

In order to effectively build Arizona's capacity to serve trafficked youth, the Arizona Partnership to End Domestic Trafficking first sought to understand the experiences of young people who had experienced sex trafficking. To do this, Tumbleweed and two other local service providers partnered to develop and implement a survey of young adults who had experienced sex trafficking. The 2014 YES survey found that individuals who identified as LGBTQ were more likely than their heterosexual peers to experience trafficking.

The process of conducting this survey helped the Arizona Partnership explore the unique needs of their clients and to improve service delivery and access to resources. One challenge that continued to surface was the feeling of isolation and lacking strong support among LGBTQ clients.

To respond to this need, Tumbleweed began hosting a Sex Trafficking Awareness and Recovery Group (STAR). The STAR Group is a weekly group open to all Tumbleweed young adults to educate and bring awareness to trafficking. During the group meetings, facilitators create a safe space for all individuals able to express life experience and obstacles, and are supportive and gender sensitive to clients who are transitioning from one gender to another.

STAR has been able to foster conversations about the obstacles of being labeled, challenges growing up with unsupportive and often violent households and peers, and the unique experiences of transgender individuals who have experienced trafficking.

HOST LGBTQ INCLUSIVE EVENTS AND ACTIVITIES



Organizations and criminal justice institutions that are successful in creating supportive environments for LGBTQ youth have regular interactions with the broader LGBTQ community.

This provides opportunities to build awareness and trust of your services, demonstrate support of the LGBTQ community, build relationships, and increase cultural competency in engaging and communicating effectively with LGBTQ young people. Participation in local LGBTQ events is also a chance for youth to build their social network and sense of community. Events can also be hosted internally, such as discussion groups or artistic events to enhance residents' awareness, respect, and inclusivity in regards to sexual orientation and gender identity and expression.

As you make your organization more inclusive, you have an important opportunity to broadly incorporate the voices and perspectives of LGBTQ survivors of human trafficking. Survivor leaders are in an important position to advise on what actions are empowering and welcoming.

CASE STUDY

Indian Oaks Academy, a residential treatment organization in rural Illinois, began to see an increase in the number of youth they served who identified as LGBTQ. As part of a comprehensive, organization-wide needs assessment, the organization determined there were relatively few organizations and events within the LGBTQ movement in their community.¹⁸ As a result, their youth reported increased feelings of social isolation.

To advance a sense of community, Indian Oaks Academy began taking field trips to Chicago to attend Pride events and other LGBTQ community events and activities. These trips not only provided an opportunity for youth to build their social capital and their support network, but they also helped to demonstrate to their residents that they were not alone, but in fact part of something bigger.

10

ADVOCATE FOR THE RIGHTS OF LGBTQ YOUTH

Leaders in the LGBTQ community do not accept the status quo; they keep the discussion alive within social and institutional spheres. There is much more that needs to be done to support and protect runaway and homeless youth, LGBTQ persons, and victims of trafficking. Effective advocacy identifies persistent gaps and offers creative and practical solutions to the most pressing challenges in a particular region while developing strong relationships with community stakeholders.

Youth are your biggest asset in advocacy. Advocacy, civic involvement and project planning are important developmental opportunities for young people. These can be empowering ways for young LGBTQ people to share their life experiences and stories with the actors who are in a position to affect change. Survivor-led voices are fundamental to creating an inclusive, effective response to human trafficking, be it through community awareness, peer education or through advocacy itself.

CASE STUDY

In 2013, the District of Columbia State Advisory Committee to the U.S. Commission on Civil Rights hosted a hearing about LGBTQ youth's experiences with human trafficking. This event allowed youth to share their experiences with the committee and with law enforcement about the challenges they faced on the street and when they sought assistance. Young people shared their concerns about the practices and attitudes they encountered with law enforcement, such as homophobia/transphobia and harsh detention practices.

The youth advocated for safe harbor provisions, which recognize that minors engaged in commercial sex are victims and divert them to appropriate service referrals rather than prosecution.¹⁹ This event gave law enforcement a better idea of what trends of recruitment and control were being used with LGBTQ youth in their district, so they can better identify trafficking. It also helped to build trust and relationships between law enforcement and the LGBTQ youth who experience human trafficking.

THE CHALLENGE

The process of becoming a more inclusive organization will look different for each anti-trafficking organization. We all begin from different starting points: many organizations have been serving this population well for a long time, while this may be a new conversation for others. The process may take time — the important thing is to keep moving forward.

We challenge you to discuss the needs of LGBTQ youth within your organization and determine your areas of strength and weakness. Find new partners and start new collaborations. Make a commitment to improving the areas of most need in the next year. Let your staff and the

youth you serve be integral parts of this process. Share your lessons learned with others. We have a long way to go in building a strong, culturally competent anti-trafficking movement where *all* youth can live a life free of trafficking and exploitation.

We would love for you to continue this journey with us. This is an ongoing process for us as well. We hope this can spark a discussion within anti-trafficking and LGBTQ circles. If you are interested in sharing your expertise or in learning from others, we urge you to get involved. Please visit us at www.polarisproject.org or email us at advisoryservices@polarisproject.org.

TO GET INVOLVED OR LEARN MORE, VISIT THE FOLLOWING WEBSITES:

- Campus Pride, <http://www.campuspride.org/>
- Forty to None, <http://fortytonone.org/>
- GLSEN, <http://www.glsen.org/>
- Human Rights Campaign, <http://www.hrc.org/>
- Lambda Legal, <http://www.lambdalegal.org/>
- National Alliance to End Homelessness, <http://www.endhomelessness.org/>
- National Human Trafficking Resource Center (NHTRC), <http://traffickingresourcecenter.org/>
- National Network 4 Youth, <https://www.nn4youth.org/>
- Northwest Network, <http://nwnetwork.org/>
- PFLAG, <https://community.pflag.org/>
- Polaris, <http://www.polarisproject.org/>
- The Palette Fund, <http://www.thepalettefund.org/>
- The Williams Institute, <http://williamsinstitute.law.ucla.edu/>
- The Trevor Project, <http://www.thetrevorproject.org/>

TERMS & DEFINITIONS

SEXUAL ORIENTATION AND GENDER IDENTITY OR EXPRESSION TERMS:^{20,21}

Gender Identity: An individual's internal sense of being male, female, both or other.

Gender Expression: The way a person represents their gender to others, including mannerisms, appearance, and personal interests.

Transgender: A person whose gender identity or expression differs from gender roles associated with their biological sex at birth.

Cisgender: A person whose gender identity is aligned with the gender roles associated with their biological sex at birth.

Intersex: An umbrella term covering differences in sexual or reproductive anatomy which vary from traditional anatomical definitions of male or female.²²

Two-Spirit: A term within American Indian and Alaskan Native cultures, representing a person whose sense is that their body simultaneously holds a masculine and feminine spirit.²³

Gender Non-Conforming: A term referencing an individual who does not adhere to society's expectations of either masculine or feminine gender expression.

Genderqueer: A person whose gender identity is neither, both, or a combination of male and female genders.

Transition: The process by which a person aligns their physical appearance with their gender identity.

Sexual Orientation: One's emotional, sexual, or relational attraction to others.

Gay: Describes a person who identifies as male and is attracted to other males.

Lesbian: Describes a person who identifies as female and is attracted to other females.

Bisexual: Describes a person who is attracted to both men and women.

Pansexual: Describes a person who is attracted to both people of any gender and who describes their attraction as not limited to typical gender constructs.

OTHER TERMS:

MSM: Men who have sex with men. This sexual activity may or may not align with the individual's sexual orientation. Straight youth may engage in survival sex or commercial sex with individuals of the same gender to meet their basic needs.²⁴

WSW: Women who have sex with women. This sexual activity may or may not align with the individual's sexual orientation. Straight youth may engage in survival sex or commercial sex with individuals of the same gender to meet their basic needs.²⁵

TRAFFICKING TERMS:

Human Trafficking: A crime involving the exploitation of another person for the purposes of compelled labor or a commercial sex act through the use of force, fraud, or coercion.

Labor Trafficking: The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.²⁶

Sex Trafficking: The recruitment, harboring, transportation, provision, or obtaining of a person for a commercial sex act in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age.²⁷

Safe Harbor: Legislation to curb criminal prosecution of minors victims engaged in commercial sex, sometimes including additional protections and services for those victims.²⁸

Survival Sex: Exchanging sex for basic needs, such as housing, food, or clothing.²⁹

TVPA: The Trafficking Victim's Protection Act of 2000. Federal legislation in the U.S. to combat human trafficking and assist victims of human trafficking.³⁰

OTHER TERMS:

Ally: An individual or group who is supportive of the LGBTQ community.

Minor: A person under the age of 18, as defined by U.S. federal law.³¹

Youth: A person who has not yet matured into adulthood. For the purpose of this publication, youth refers to individuals under the age of 25.

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- ⁹ See Seattle Human Services Division, Commercially Sexually Exploited Children, available at <http://www.seattle.gov/humanservices/domesticviolence/prostitutedyouth/training.htm>
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