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**Board Meeting, May 25, 2022**

# Human Sex Trafficking Prevention Update

**Strategic Alignment:**

Ministry of Education Policy/Program Memorandum 166: Keeping Students Safe: Policy Framework for School Board Anti-Sex Trafficking Protocols  
Peel District School Board Policy 48 Safe and Accepting Schools

**Report Type:**

For Information

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# Content

## Purpose

The purpose of this report is to:

1. Provide a quarterly update and report in accordance with Board Resolution 20-69; and
2. Provide information on Policy/Program Memorandum 166: Keeping Students Safe: Policy Framework for School Board Anti-Sex Trafficking Protocols (PPM 166) which was issued by the Ministry of Education to all school boards in the Summer of 2021.

## Context

At the January 13, 2020, Regular Meeting of the Peel District School Board (the Board), the Region of Peel (the Region) delegated on the Region's strategy to address human sex trafficking in Peel Region.

In response to the delegation, the Board approved Resolution, No. 20-69 at the February 11, 2020 regular Board meeting. The Resolution was passed with an amendment that members appointed to the Committee will report to the Board quarterly.

### Resolution No. 20-69

Whereas the Region of Peel delegated the Peel District School Board on January 13, 2020

And whereas, the Region of Peel is working collaboratively with stakeholders and community partners on the Strategy;

Therefore, be it resolved that, the Board confirm its membership on the Peel Human Trafficking Service Providers Committee and continue to support the work of the members of this committee in our schools.

## What is Human Sex Trafficking?

PPM 166 characterizes "sex trafficking" as "a form of sexual exploitation and is a crime under the *Criminal Code of Canada*. It can include recruiting, harbouring, transporting, obtaining, or providing a person for the purpose of sex. It involves the use of force, physical or psychological coercion or deception. Most individuals who are trafficked for the purpose of sexual exploitation are women and girls, but all people may be targeted." <sup>1</sup>

Public Safety Canada defines "human trafficking" as follows:<sup>1</sup> human trafficking involves recruiting, transporting, or holding victims to exploit them or help someone else exploit them, generally for sexual purposes or work. Traffickers get their victims to comply through different means of coercion. <sup>2</sup>

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<sup>1</sup> Ministry Policy/Memorandum 166

<sup>2</sup> Public Safety Canada 2019

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## Who is Most Vulnerable to Human Trafficking<sup>2</sup>

- Young women and girls
- Indigenous and racialized women and girls
- LGBTQ youth
- Migrant workers in precarious employment and with precarious immigration status
- Newcomers with language barriers and who don't have knowledge of legal rights

The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls highlighted that, “while Indigenous women represented only 4% of the Canadian population in 2016, they comprised nearly 50% of victims of human trafficking. Of those, nearly one-quarter were under the age of 18.

## **Policy/Program Memorandum 166**

The Ministry of Education released PPM166 on July 6, 2021.

The PPM obliges all school boards in Ontario to have a human trafficking protocol in place by January 31, 2022. Each school board's Human Trafficking Response Protocol (the Protocol) will ensure that there is a plan in place with core and essential elements that are intended to protect students and empower school communities to play a key role in how school boards are protecting students against sex trafficking and keeping children and youth safe from sexual exploitation.

The core and essential elements of the Protocol are:

- Statement of principles
- Strategies to raise awareness and prevent sex trafficking
- Response procedures
- Training for school board employees
- Measuring success: accountability and evaluation

## **Actions Taken to Date**

- Developed a draft of the Protocol
- Creation of an infographic outlining the Protocol to increase awareness for Board employees
- Identified Ministry Curriculum Expectations and made connections to Anti-Human Trafficking educational opportunities
- Collated Anti-Human Trafficking resources from various sources to raise awareness and prevent sex-trafficking, for students (elementary and secondary), staff, families
- Prepared Anti-Human Trafficking information video script and planned for production to raise awareness and prevention
- Established a structure to share information on external and internal Board websites
- Examined different training models
- Reviewed resources provided by the Ministry (CODE) and the Canadian Centre for Child Protection to be implemented for training and support
- During the Board mandatory professional days prior to the beginning of the 2021/2021 school year, all staff received information about PPM 166 and Anti-Human Trafficking.

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<sup>2</sup> Public Safety Canada 2019

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- Established a steering committee to further develop initial training resources chaired by staff from Social Work and school administrators to respond to the Board's obligation to establish and action the core and essential elements of the Protocol
  - Ongoing efforts to include community voice
  - Making connection to service provider committee and linking to resources of the community
  - Produced and shared an informational video with Board staff
  - Finalized the Board's response protocol and shared infographic with staff
  - Finalized and implemented a protocol for the response to suspected sex trafficking occurrences.
  - Created, with community partners, events to promote awareness and prevention strategies for student and parent/guardian/caregiver
  - Developed and delivered training for Board employees re: awareness and prevention strategies, response protocols
  - Developed feedback measures to track and monitor progress on implementation

## **Impact Analysis**

### **Equity & Human Rights Review**

The Board will ensure that the implementation of PPM 166 will use the frameworks of anti-racism and anti-oppression. The Board will continue to consult with community stakeholders to seek input on all core elements of the protocol.

### **Board or Ministry Policy Alignment**

The development of the Protocol will ensure compliance with Policy/Program Memorandum 166.

### **Resource Implications**

Funds allocated from the Ministry will be leveraged to support the protocol and professional learning plan.

### **Legal implications**

Compliance with PPM 166.

### **Risk Assessment**

Human trafficking has been identified as one of the fastest growing illegal businesses. Statistics show that our students and our community are being impacted. The Protocol and the implementation of the core and essential elements will promote safer schools and communities.

### **Community Impact**

Students and families are the centre of this work and should be involved in efforts to develop actions against sex trafficking. Ongoing consultation and engagement with community groups/agencies that support members of the school community are essential to supporting

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anti-sex trafficking approaches that are responsive to diverse students and the needs of our local school communities. In building relationships with community organizations and learning from them the Board will be in a better position to identify the signs of sex trafficking, safely respond to disclosures, be culturally relevant and responsive to diverse student populations.

## **Next Steps**

### **Action Required:**

1. Share resources and raise awareness on Board external and internal websites and increase awareness for the entire Peel District School Board community – development of infographics and other tools for community outreach.
2. Consult further with stakeholder and community regarding feedback and next steps.
3. Implement feedback measures gathered to track and monitor progress on implementation.
4. Develop with community partners a process for responding to situations where a student may be engaged in the trafficking of others, including steps for safely reporting concerns, responding to disclosures and supporting students' immediate physical and emotional safety.
5. Develop with community partners the process for responding to and supporting students re-entering school after they have been involved in a trafficking situation, including efforts to ensure that adequate safety and security needs are being met to support re-integration into school.
6. Ongoing training of staff on an annual basis (2022-2023 and beyond) to recognize the signs of human sex trafficking and to safely intervene if they suspect a student is being trafficked or involved in trafficking. This training will be tracked and available throughout the year to all new and existing school board employees.
7. Refine, based on school and community feedback, specific outreach and support to Indigenous, Black, African, Caribbean, Punjabi and Sikh parents and caregivers and all groups that are disproportionately impacted by human sex trafficking to build their awareness.
8. The Board shall receive an update in October 2022.

### **Success Measures:**

The protocol to be finalized and implemented will have clearly articulated goals, responsibilities, and accountability measures.

### **References:**

Policy/Program Memorandum 166 Ministry of Education  
Statistics Canada. Trafficking in persons in Canada, 2016  
Public Safety Canada  
National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019