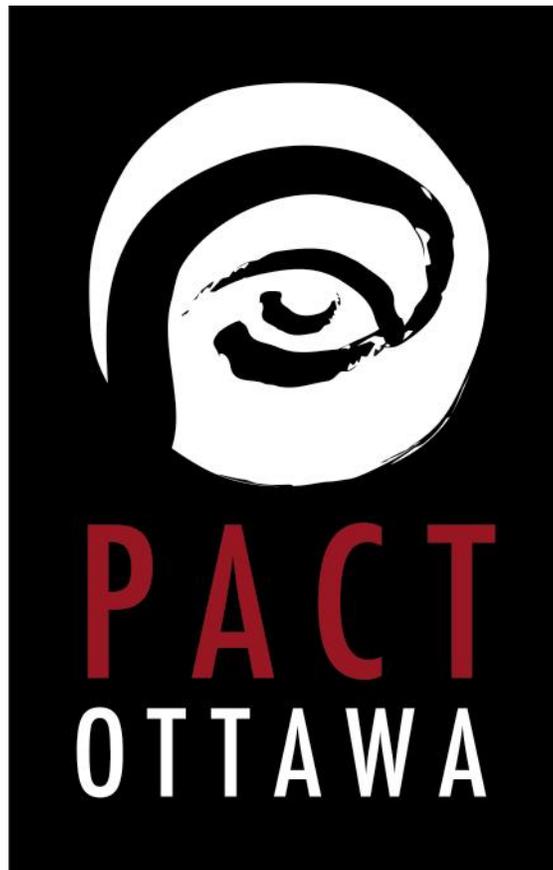


Persons Against the Crime of Trafficking in Humans

Annual Report Fiscal Year 2015-2016

2016-05-19



To recognize the human dignity and
promote the well-being of all trafficked persons

About PACT-Ottawa

PACT-Ottawa was formed in 2004, following an educational workshop in Ottawa called "Trafficking in Women and Children: A Lucrative Multinational Business. What is Our Response?" Since then, PACT-Ottawa has been working to prevent the trafficking of persons and to increase the protection of victims through education, advocacy, networking and support services.

PACT-Ottawa conducts a wide variety of education and public awareness initiatives at the local and national levels, including presentations to school and faith groups, media interviews and commentaries, public events, and an extensive campaign targeting the ground transport industry. We monitor and influence legislative and policy developments relating to human trafficking, through our participation in parliamentary committees, conferences and workshops across Canada. As cofounder of the Ottawa Coalition to End Human Trafficking (OCEHT), PACT-Ottawa assists in promoting human trafficking awareness and networking among social service providers in our community, helping to ensure that these services are well adapted to the particular needs of trafficked persons.

PACT-Ottawa is a non-partisan, secular organization whose membership includes professional educators, public servants, social service practitioners, members of faith groups and students, dedicated to the eradication of modern day slavery in all its forms. PACT-Ottawa is a member of the Canadian Council for Refugees, the Chrysalis Anti-human Trafficking Network, the Coalition for an Ontario Task Force and the Committee Against the Sexual Exploitation of Children.

PACT-Ottawa is managed by a Board of Governors elected by its members, and is structured as a collection of committees responsible for each of the organization's major initiatives. An open members' meeting is held monthly at our office in Ottawa's Bronson Centre. PACT-Ottawa is a non-profit corporation under the Corporations Act of Ontario.

PACT-Ottawa
211 Bronson Ave. #307
Ottawa, ON
K1R 6H5

www.pact-ottawa.org
info@pact-ottawa.org

Our Vision:

To network with other groups to prevent the trafficking of persons and increase the protection of victims.

Our Mission:

To recognize the human dignity and promote the well-being of all trafficked persons.

Our Goals:

To prevent human trafficking and to protect trafficked persons.

Our Tools:

Education, support services, networking and advocacy.

Message from the Chair

It's hard sometimes to find the words to adequately express how it feels to be a part of an extraordinary group and how thankful I am to each of you for all of your efforts. It's beautifully overwhelming to witness the selfless dedication of so many people who work tirelessly to run this organization. Each year starts anew with new opportunities and challenges alike, and everyone always embraces the year ahead with innovation, diligence and a tremendous amount of motivation.

This year in particular, the PACT Board of Governors said goodbye to a number of exiting members of the board. This meant losing expertise, leadership, and commitment; these departures would leave vacancies that would be felt after a year of hard work and planning to be able to continue with the same momentum and achievements of the previous year. With so much to do at all levels of the organization, and with some work being done quickly and in isolation, the Board was cognizant that it was losing touch with its members. While the work of each individual was contributing to the mission, values and goals of the organization, it was beyond clear that we needed a plan.

In January 2016, the Board began a strategic planning exercise. Early in the process we engaged the membership for their ideas and feedback. While the plan remains to be finalized, it is thorough and detailed and accounts for activities and tasks in support of strategic objectives that will be realized in a 5-year plan. I am confident this plan is a true reflection of the work that PACT needs to focus on now, and I am confident that as an organization, we will deliver on this plan. With each member having had the opportunity to participate in the planning process, to me means that this plan is

accepted and supported, and that we are motivated to continue to do great things together. I am excited to share the final plan in the coming weeks and look forward to reporting this time next year on the progress made.

This year PACT was successful in securing government funding in support of Project Northern Outreach. This new initiative fostered a partnership between PACT and a circle of Anishinaabe Grandmothers to address sex trafficking and exploitation in Anishinabek communities, as HT is an identified problem amongst Aboriginal communities. Not only was this project a great success, we are currently exploring how to continue this important work, and the awareness and education related to HT in targeted communities on an ongoing basis. It is wonderful to see that PACT was able to be involved in and support this initiative by responding to a clear need.

The continuation of this work, along with other work on the horizon related to exploring and building other community partnerships and networks, the sharing of information related to various HT topics, and looking at new events and fundraising opportunities will keep us busy in the year ahead. I am looking forward to embarking on the tasks at hand and working with each and every one of you in an effort to further PACT's goals.

Once again, thank you (and thank you and thank you!) for all you do and for contributing you time and efforts so generously. I am humbled and grateful to work alongside you all.



Nikki Lewandowski

A Word of Thanks

PACT-Ottawa would like to express its deepest gratitude to all the individuals that have contributed their time, efforts and energy into the organization over this past year. The contributions of each individual person go a long way in furthering the work that PACT does, the involvement of each person is inspiration to others to act and no task goes unnoticed.

Interested in Becoming a Member?

One way that individuals make a commitment to end human trafficking is to join PACT-Ottawa as a member. Membership fees assist PACT in following its Mission and making a difference to end human trafficking. Members are invited and encouraged to participate in monthly meetings and the Annual General Meeting.

Other benefits include:

- Official recognition of being a formal part of the only incorporated anti-human trafficking organization in Ottawa;
- Monthly updates on the organization's activities, projects and events;
- Voting privileges at the Annual General Meeting;
- A voice when the membership makes decisions about the undertakings of PACT;

- Access to resources included in PACT Ottawa's library;
- Personal and professional development through leadership and training opportunities;
- Gratification of being involved with and contributing to an organization dedicated to raising awareness and educating interested groups and individuals about human trafficking.

Anyone that would like to become a member is welcome! To register, visit www.pact-ottawa.org/members.html.

For more information:
volunteer@pact-ottawa.org

Membership Coordinator:

Vacant

Volunteering for PACT

Volunteers are the backbone of the organization, from the Board of Governors to those that assist with events. Since PACT-Ottawa's funding is very limited, the contributions made by volunteers allow PACT to work towards its goals. Every hour donated by a volunteer brings PACT that much closer to preventing human trafficking. Dozens of individuals contribute thousands of hours over the course of a year.

These individuals are dedicated and enthusiastic about getting involved with the organization because they know their contributions are appreciated, valued, and most importantly, will make an impact in combating human trafficking. There are many ways that one can get involved with PACT, with various levels of commitment and responsibility. Every area of PACT has volunteering opportunities. Some of these positions include:

- Media Coordinator
- Social Media Coordinator
- Resource Coordinator
- Event assistants
- Fundraisers
- Researchers
- Presenters

Another way that individuals contribute to the organization is through committee work. PACT has a number of sub-committees that are leading research, providing legislative recommendations

and/or developing educational materials in areas of human trafficking which are often overlooked such as labour trafficking and organ trafficking. PACT is a respected voice on the topic of legislation for human trafficking.

PACT is also a desired organization for students to complete internships. Students from across Ontario contact the organization because they are passionate about the issue of human trafficking and are impressed with the work carried out by PACT.

Finally, PACT is always open to new opportunities to get individuals involved. If there is an area of interest or a gap to fill, new volunteers are welcome to put their name and suggestion forward. If you are passionate about combating human trafficking and would like to get involved, please email volunteer@pact-ottawa.org.

For more information:
volunteer@pact-ottawa.org

Volunteer Coordinator:
Vacant

2015-2016 Highlight!

Project Northern Outreach

Project Northern Outreach is part of PACT-Ottawa's human trafficking awareness initiatives. The main project objectives were: to create partnerships among PACT-Ottawa, a core circle of Anishnaabek grandmothers and frontline workers so as to address sex trafficking and exploitation in Anishinabek communities, and to support future community needs. The project initially sought to meet the following four objectives:

- Support a core circle of respected Grandmothers in Manitoulin Island and Sault-Ste. Marie region to form an action alliance, designed to understand the nature of trafficking in their communities, and prevent of Human Trafficking through action and support.
- Invite front line workers from community service provides to enrich existing resources on sex trafficking through sharing information, building awareness and strengthen relationships with core grandmother circle.
- Adapt current PACT education materials to be suitable for an indigenous or mixed audience.
- Pilot the educational material on human trafficking in Northern Ontario or Quebec.

The actual project outcomes:

1 - Community outreach

Project Northern Outreach provided assistance to a core circle of grandmothers by convening three inter-generational and community-centered week-end gatherings of grandmothers from the areas of Sault Ste.

Marie, Thessalon, and Manitoulin Island, providing opportunities for sharing valuable information that helped to identify specific community vulnerabilities, community strengths and collective knowledge to address the prevention of human trafficking and sexual exploitation from a cultural, social, political and spiritual perspectives.

2 – Strengthening capacity

A core team, ensured that the project objectives remained community-centered by supporting local networks and local knowledge and was implemented with the values of respect, reciprocity, relevance and responsibility.

3 – Integrated Train-the-trainer

The existing resource material from PACT-Ottawa's Project ImPACT was adapted, based on the advice and guidance of the Grandmothers. A manual was produced and is titled, Grandmothers' PACT: Anishnaabe Training Bundle for Sharing Knowledge on Human Trafficking and Sexual Exploitation.

4 – Creating awareness

Seven community-centered information sessions were shared in the Manitoulin Island and North Shore Region. The information sessions reached 188 people from North Shore and Manitoulin Island. As a group the Grandmothers used a powwow as a forum for educational awareness to reach a minimum of 500 people who were in attendance. Contacts were made with the North Bay Friendship Center, Val D'Or Friendship Center, Manitoulin Tribal Police, Kitigan Zibi Educator Director, Family Resource Center on Manitoulin Island, Wikwemikong Health and Wellness Department Program, Ontario, Native Education Association and Ontario Native Women's Association to solicit interest in obtaining furthering on human trafficking. Some have confirmed presentations within the context of this project while others are pending.

5 – Promotion and dissemination of educational / awareness materials and

resources.

PACT and RCMP materials were distributed at the gatherings of both adults and youth. The Grandmothers are integrating awareness of human trafficking in their work-place, community initiatives and in their families. For example, one of the core Grandmothers developed Anishinaabek specific educational materials in the form of videos. This information was disseminated on social media to extend a broader reach.

A list of community-based services, compiled by the Indian Friendship Center, Sault Ste. Marie, was distributed at the Sault Gathering to extend awareness of resources available through the policing, health and social service network.

6 – Identification of community needs by the Community

The Grandmothers and frontline workers identified that human trafficking occurs due to a breakdown in traditional governance systems embedded in life stage knowledge, natural law and cultural teachings. It is well-known by Aboriginal peoples and well-researched that this breakdown is due to assimilation policies such as the Indian Residential School system, and to ongoing paternalism, racism, unjust government structures, and intergenerational trauma. Community dialogues and training evaluation feedback led to three priorities to prevent and to address human trafficking of their Anishnaabek youth, both girls and boys.

- a. Making Connections. Advocate, educate and collaborate on human trafficking and sexual exploitation issues with their respective schools, health centers, police services, social services, Friendship Centers, and Chiefs and Band Councils.
- b. Cultural Competency. Strengthen cultural competency through teaching life stage teachings and community roles and responsibilities, cultural bundles.

- c. Culturally Specific Tools. Develop Anishinaabe-centered educational material, and presentations that reflect the human trafficking reality from an Aboriginal perspective and research emerging from and by the community.

7 – Grandmother Bundle

With each gathering, the Grandmother bundle grew. Bundles are sacred items that work alongside the community in their efforts to address human trafficking and sexual exploitation from a multi-layer perspective.

Project Coordinator:

Cindy Gaudet

Project Manager:

Sheila Smith

Helper:

Rebecca Johnston

Trained Workshop Presenters:

Isabelle Meawasige and Roberta Oshkabewisens

Workshop Trainer:

Pauline Gagne

Proposal Writing Team:

Loretta Bonet, Rebecca Johnston, Isabelle Meawasige, Sheila Smith

PACT-Ottawa acknowledges the financial support of Public Safety Canada.

Communications and Website

There have been many changes in the PACT-Ottawa communications department over the past year. Some of these changes include upgrading our website from a free version of website hosting, to a paid version. This allows us to have more features, such as member only sections on our site, as well as having better stats. We have also moved our email hosting provider over to Google Apps for non-profits. By doing this, we have increased the reliability of our hosting provider, as well as opening up the ability to use Google Apps. This will allow different groups within PACT-Ottawa to collaborate on documents, and share information very efficiently. By having Google docs, creating a knowledge repository will be much easier as well.

For more information:

communications@pact-ottawa.org
web@pact-ottawa.org

Associate Director Communications & Web Coordinator:

Mike Redan

Policy and Legal Affairs Committee

Over the course of the past year, the Policy and Legal Affairs Committee (PLAC) has been engaged in a number of initiatives, not least of which has included continuing to conduct steady research on the issue of Human Trafficking for the Purposes of Organ Removal (HTOR). While it was decided that the originally-planned organization of an Organ Trafficking Conference in Ottawa was not feasible in 2015, all of the data, reporting, and research gathered over the past two years was consolidated into a comprehensive report, which can be referenced at a later date when the PLAC is in a better position to coordinate such an event.

On the legal side, the PLAC's funded fellow and MA Law student prepared both an organ trafficking memo as well as one that addressed the issue of forced marriage. Additionally, work was begun on the development of a "legal assessment," which seeks to outline the negotiation processes that exist between the service providers who aim to improve victim services for human trafficking victims, and law enforcement.

Other areas of work included considering possible areas for cooperation with UNHCR in examining linkages between human trafficking and the detention of asylum seekers; continuing to develop and hone connections with stakeholders and relevant experts; the recruitment of a communications specialist intern (who has now become a full-fledged member of the PLAC); and the review of international sex trafficking and prostitution policies, and how these compare with the adopted model in Canada.

In regards to future activities for 2016 and beyond, the PLAC has recently engaged in a number of brainstorming exercises, in order to provide input and ideas on the trajectory of the PLAC, as well as the PLAC's role within the broader PACT sphere. In particular, it is anticipated that, over the next several months, the PLAC will launch the "Knowledge Hub," or a blog-style publication, which will provide an opportunity for members to contribute research pieces on specific human trafficking-related issues of their choosing, but which also reflect current or developing issues.

For more information:

plac@pact-ottawa.org

Associate Director:
Christina Harrison Baird

PLAC Coordinator:
Taylor Heaven

Events

This past year PACT-Ottawa held its two signature events. In September 2015, we changed things up and once again partnered with Chrysalis Network to put together the Freedom Relay. We also invited our partners in the city, the Ottawa Coalition to End Human Trafficking to join us. Instead of marching through downtown or doing a 5 km run, we met at a field and in true relay style, formed teams and walked around the track for four hours. Together, the groups raised \$2262.90 after expenses. Each group received \$709.05 to help further their work against human trafficking.

On December 2nd, 2015 we held our annual End Slavery Day Event. Our theme this past year was community. We talked about how important community is and why we need to work in concert. We had 3 guest speakers touch on various projects PACT had been involved in over the past year and how community played a part. We heard about Project impact, Project Northern Outreach, the Organ Trafficking Roundtable, and had a special guest from the Ottawa Coalition to End Human Trafficking come and share about being culturally relevant, appropriate and sensitive in addition to how important it is to work together. While primarily an educational event we did raise \$216.25 to help further prevention and awareness work.

Thank you to all the people who helped at both events, we couldn't have done it without your help. The events team has undergone some restructuring and if you would be interested in participating with the planning and execution of our annual events or have ideas for new ones, we would love to have you join and help out. You can email the Events Coordinator Eric at events@pact-ottawa.org.

Associate Director:
Adriane Cartmell

Events Coordinator:
Eric Leonard

Ottawa Coalition to End Human Trafficking (OCEHT)

Over the past year the Ottawa Coalition to End Human Trafficking (OCEHT) has been experiencing amazing growth. The OCEHT was originally a sub-committee of PACT and in 2014 became a separate organization. In the past year the OCEHT has restructured and put governance policies in place. PACT has actively participated in the OCEHT as a key partner and permanently holds the Vice Chair position. Its mandate is to meet the resource and support needs of trafficked persons, and to provide training on human trafficking to service providers.

It is led by a Chair and Vice Chair; composed of members, observing members, network members, volunteers and survivors; and supported by the work of 10 committees alongside volunteers that coordinate training, member/volunteer recruitment, events and communications, the OCEHT is action-driven and victim-centered, determined to make a meaningful impact in the lives of those affected by trafficking.

Over the past year, our two organizations have strengthened our ties, beyond the permanent spot at the OCEHT table. We have partnered in events such as the Freedom Relay and in educational and training opportunities. We continue to look for ways to work together and other community partners to further our goal.

Vice Chair OCEHT
Adriane Cartmell

Education

The central goal of the Public Education arm of PACT-Ottawa is the ongoing education of its members and the general public regarding contemporary slavery and human trafficking.

This year the Speakers Bureau (SB) has increased its outreach and has created many new and interesting partnerships. SB has also supported Project Northern Outreach's educational component and will continue this support.

We have continued to offer the Project Impact sessions in High Schools, Colleges and Universities. We have also been invited to give awareness at a Professional Development Day of OCDSB (Ottawa-Carleton District School Board), to give a presentation to the LCEEQ (Leadership Committee for English Education in Quebec) and one at the Natural Resource Canada's Short Film Festival, to do a panel presentation at the National Forum on HT and at the Level Justice Ottawa Chapter, to participate at the North American Leaders Summit on HT and to participate in the Provincial consultation on HT. Our responses to these invitations have given us the opportunity to develop new partnerships and to expand our network and our collaboration. We have also been invited to collaborate with various groups such as En Marche (Dawson College) and Ball and Clay Collective (a Toronto Playwright), with people wanting to develop school curriculum, with a group of Francophone frontline workers. We have given 3 training sessions that have benefited 10 presenters. We will continue to give regular training sessions in the coming year both in French and in English.

We have presented to a variety of groups including professionals, university students, faith groups and to organizations who support us. We have given 40 presentations of which 1 was bilingual and 4 were in

French and have participated in 2 panel discussions. We have staffed tables at 5 events and done 11 interviews (one being a television interview), some in French and some in English. We have thus reached over 2 thousand people directly through our public awareness and many more through the articles written and the program viewed because of our interviews.

In December, Hamida Mohamoud has taken a 1 ½ year leave, from her position of Education Coordinator, because of her studies. We are looking at filling this position in the interim.

As we go forward we see SB expanding and touching a wider population through our partnerships. We will continue the youth awareness using the findings from Project ImPACT and the presentations on other forms of HT.

To invite a member of the SB to give a presentation, please contact:
education@pact-ottawa.org

Many thanks to all who have participated in the SB! Your work has made this outreach and expansion possible.

For more information:
education@pact-ottawa.org

Associate Director:
Pauline Gagne

Education Coordinator:
Hamida Mohamoud
(May-December 2016)

Development – Strategic Planning

With the search for an Executive Director on hold by the fall of 2015, the Board of Governors decided to embark on a strategic planning exercise, which began in January 2016. The last strategic planning session that PACT engaged in took place in 2013, and having been unable to secure funding for the ED position it seemed timely to revisit the organization's vision, mission and goal and think of the years ahead.

The BOG began the 2016 process with a SWOT analysis (strengths, weaknesses, opportunities and threats) to get a sense of the current state of affairs. Following the analysis it considered PACT's vision, mission and goals and identified strategic objectives in support of these. Key activities were then identified in support of achieving the identified objectives and tasks were identified in support of the activities. A 5-year timeline for the entire plan was established and a timeline was developed for each individual deliverable. The membership was engaged early in the process and encouraged to participate in and contribute to the process.

The summer months will be a perfect opportunity for members and volunteers to review the finalized plan so we may begin focusing on activities and related tasks in support of the strategic objectives.

It is a lot of work to undertake a strategic plan but with the support of the membership, the BOG is encouraged and excited about the focus and the goals

that have been established to help PACT to continue great work in support of its vision, mission and goal.

For more information:

n.lewandowski@pact-ottawa.org

Finance

Public Safety Grant for the Northern Outreach Project accounted for 55% of total revenue and Project Impact, 24%. The net operating income (non-project) of \$16,806 is higher than previous years mainly due to total HST Receivable of \$8,345, a compilation of HST receivable from fiscal year 2012 to 2015.

Unaudited financial statements for FY2015-2016 appear below. As in previous years, PACT-Ottawa will seek the approval of its membership for exemption from audit at the Annual General Meeting on May 19, 2016.

For more information:

d.dunleavy@pact-ottawa.org

Treasurer:

Danielle Dunleavy, CPA, CGA

Financial Statements

Income statement FY2015 (unaudited)

Revenue	Revenue – Administration	\$ 0.00
	Revenue – Membership	\$ 597.00
	Donations	\$ 5,300.00
	Speaker's bureau	\$ 580.00
	Freedom Relay 2015	\$ 2,775.40
	End Slavery Day 2015	\$ 709.05
	Project imPACT	\$ 27,000.00
	TruckSTOP project	\$ 0.00
	Educate to Empower	\$ 5,000.00
	Miscellaneous Revenue	\$ 8,344.59
	Fundraising Revenue	\$ 0.00
	Public Safety Grant	<u>\$ 60,695.13</u>
	Total income	\$ 111,001.17
Expenses	Membership & Subscriptions	\$ 200.00
	Donations Expenses	\$ 0.00
	Insurance Expenses	\$ 1,396.44
	Telephone Expenses	\$ 1,005.63
	Office supplies	\$ 0.00
	Postage	\$ 0.00
	Social/refreshments/gifts	\$ 359.06
	Conferences/meetings	\$ 319.14
	Freedom Relay 2015	\$ 2,021.10
	End Slavery Day 2015	\$ 492.80
	Speaker's Bureau Expenses	\$ 1,244.49
	Project imPACT	\$ 26,698.32
	TruckSTOP Project Expenses	\$ 0.00
	Northern Outreach Expenses	\$ 60,346.38
	Miscellaneous Expenses	<u>\$ 111.83</u>
	Total expenses	\$ 94,195.19
	Net surplus (Revenue-Expenses)	<u>\$ 16,805.98</u>

Balance sheet - at Mar 31 2016 (unaudited)

	Bank – TD Canada Trust	
Assets	Chequing	\$ 26,408.04
	Petty cash	\$ 67.99
	Paypal account	\$ 609.81
	Short-term Investments	\$ 0.00
	Accounts receivable	\$ 6,069.00
	HST Receivable	\$ 9,645.00
	Cash advances	\$ 11.60
	Prepaid Expenses	<u>\$ 614.52</u>
	Total Assets	<u>\$ 43,426.52</u>
Liabilities	Accounts payable	\$ 675.75
	Outstanding Cheques	\$ 0.00
	Deferred revenue	<u>\$ 0.00</u>
	Total Liabilities	<u>\$ 675.75</u>
Equity	Accumulated Surplus	\$ 31,101.21
	Retained Earnings	\$ -5,156.42
	Current Earnings	<u>\$ 16,805.98</u>
	Total Equity	<u>\$ 42,750.77</u>
	Liabilities and Equity	<u>\$ 43,426.52</u>



Danielle Dunleavy
Treasurer



Nikki Lewandowski
Chair

PACT–Ottawa Board of Governors 2015-2016

Nikki Lewandowski
Chairperson
& Director of Internal Affairs

Fawad Akbari
Board Member

Elise Wohlbold
Vice-Chairperson
(Leave of Absence January-May 2016)

Adriane Cartmell
Associate Director of Events
Vice-Chair, Ottawa Coalition to End Human
Trafficking

Danielle Dunleavy
Treasurer

Pauline Gagne
Director of External Affairs & Associate
Director of Speakers Bureau

Mike Redan
Secretary &
Associate Director of Communications

Duncan Baird
Director of Development
(May- October 2015)

Coordinators (as of May 2016)

Taylor Heaven
PLAC

Eric Leonard
Events & Fundraising

Mike Redan
Web Site