



CONSULTANT FINAL REPORT:

Arizona Labor Trafficking Outreach (Project ALTO): Know Your Rights

Office for Victims of Crimes Training and Technical Assistance Center (OVCTTAC)

HTLA TA: Sophie James, MA

Asian Pacific Development Center

HTLA Mentor: Nhu-Minh Le, MA

Arizona State University Office of Sex Trafficking Intervention Research

HTLA Class 6 Consultant: Bandak Lul, MA

Acknowledgments: the consultant wishes to thank the following partners and organizations for their financial assistance, personal assistance, and resources provided for this project.

Arizona State University Office of Sex Trafficking Intervention Research

Dominique Roe-Sepowitz, Veronica Duffield, Sophie Shaich, Nicole Newman, and Laura Krupar

The McCain Institute at Arizona State University

Claire Sechler Merkel, Joanna Jauregui, and Gonzalo Martinez de Vedia

El Consulado General de Mexico en Phoenix

Lilián Córdoba-Vázquez, and Miguel Lamadrid-Cota

El Consulado General de Guatemala en Phoenix

Jorge Tolón Pérez

International Rescue Committee

Clara Anne Wagner, and Kate Ormiston

Chicanos Por La Causa

Ezequiel Dominguez, Cinthia Garcia, and Sandra Cano

Terros Health

Catherine Parker

The National Human Trafficking Training and Technical Assistance Center (NHTTAC)

Ashley Garrett, Suleman Masood, Jenna Novak, Claudia Zaborsky, and the Human Trafficking Leadership Academy Class 6



**CHICANOS
POR LA CAUSA** *Terros*
HEALTH



ASU
Office of
Sex Trafficking
Intervention
Research
Arizona State
University



MÉXICO
CONSULADO GENERAL EN PHOENIX



Arizona Labor Trafficking Outreach (Project ALTO): Know Your Rights Events

Safe Outreach to Undocumented Laborers

The criminal justice approach and focus on anti-trafficking efforts following victimization create a barrier for day-laborers and migrant workers, highly at-risk populations due to the criminalization of their identities as both undocumented persons and informal laborers. This criminalization furthers the historical disenfranchisement in the community due to not trusting government and law enforcement officials. Identifying and working with undocumented workers and those in informal labor requires local, trusted, accessible, and familiar stakeholders to avoid revictimization.

Summary: in a unique partnership, with the guidance of the National Human Trafficking Training and Technical Assistance Center (NHTTAC), community partners including the McCain Institute's Combatting Human Trafficking program, Chicanos Por La Causa, the International Rescue Committee, Terros Health, Consulado General De Mexico En Phoenix, Consulate General De Guatemala, and the Office of Sex Trafficking Intervention Research at Arizona State University (ASU STIR) collaborated to build capacity in expanding survivor-informed and victim-centered programs, and implement one or multiple recommendations from the Human Trafficking Leadership Academy Class 6 (HTLA) at community levels in Arizona. One of those recommendations is to conduct **safe outreach to undocumented laborers**. As a result, Project ALTO: Arizona Labor Trafficking Outreach was created. The project mission is to identify and work with undocumented workers and those in informal labor to inform them of their rights through Know Your Rights brochures. Project ALTO aims to empower migrant workers, day-laborers, and those in informal work to stand tall and speak their truth. The Arizona anti-trafficking community understands, through research, that oftentimes undocumented persons don't know their labor rights, and want to bridge this gap. This report provides an overview and an analysis of the labor trafficking outreach events conducted by the Arizona anti-trafficking community from June to September 2021.

Arizona has a demand for day-laborers, mostly undocumented immigrants, who typically are hired for one day of work involving moving, cleaning, tree cutting, construction, and other jobs. Undocumented day-laborers are seen in metropolitan Phoenix including the Guadalupe, West Phoenix, East Phoenix, and Fountain Hills areas at Home Depot and Walmart shopping centers where they congregate on sidewalks and street corners soliciting work as day-laborers. As part of the Project ALTO Safe Outreach to Undocumented Laborers initiative, staff and volunteers attended three events between June and September 2021 where they handed out educational brochures in English and Spanish and provided information about workers' rights to prevent victimization and or further revictimization. These brochure handouts also included local resources to where undocumented laborers can find case management, legal assistance, mental health, housing, medical, and other services they need.

Partner organizations/community stakeholders brought impact to the implementation of the HTLA recommendation in the following ways:



Terros Health is a healthcare company focused on the whole person, providing primary care, and specializing in mental health, HIV/STI Prevention, and substance use treatment. Terros Health provided referrals for HIV and Hep C testing for this project. The Terros Health HIV/STI Prevention team's goal is to provide excellent and stigma-free testing and support services to all members of the community. They provide community outreach and education centered on HIV/STIs, (Human Immunodeficiency Virus/Sexually Transmitted Infections), substance use, and harm reduction. All services are free, and all are welcome. Connecting patients who test positive to treatment services is a vital aspect of their prevention work. Having services like HIV and Hep C testing referrals is practical for this outreach project.

The International Rescue Committee anti-trafficking programs strive to provide timely, high-quality, comprehensive services to survivors of human trafficking. The IRC also works to improve the community response to survivors of trafficking by providing training to local service providers and allied professionals and working to enhance collaboration and coordination among multi-disciplinary professionals on behalf of survivors of human trafficking. The IRC's goal is to help survivors build lives for themselves that are free from abuse and exploitation.

Chicanos Por La Causa (CPLC) works to help individuals and families achieve self-sufficiency by providing accessible healthcare; affordable housing; a quality education; access to meaningful work; and political representation. While their services are offered to all people, regardless of ethnic background, they have special competence in serving the Latino community and have become the most recognized and most trusted provider of services to Latinos in Arizona. CPLC is a local, trusted, accessible, and familiar stakeholder in Arizona. CPLC brought an impact to the implementation of this recommendation by supplying the initiative with bilingual staff members and having the resources needed by potential victims of labor trafficking.

The McCain Institute's Combatting Human Trafficking program educates, raises awareness, and implements action-based solutions to end modern slavery. Through collaborative partnerships, critical research, and direct engagement with innovative programs, the Institute develops and deploys strategies to combat all forms of human trafficking at local, state, national, and international levels. The McCain Institute has a very well-developed Know Your Rights curriculum in English and Spanish as well as a good deal of training experience with migrant workers. The McCain Institute provided this initiative with outreach knowledge and the Know Your Rights materials. The McCain Institute additionally provided the T-Shirts and the trauma-informed/victim-centered training for volunteers.

The Office of Sex Trafficking Intervention Research at Arizona State University (ASU STIR) is a central source of research on domestic human trafficking which informs the decisions made by those who contact victims and perpetrators of sex trafficking and labor trafficking including law enforcement and prosecutors, educators, medical services, and social services. ASU STIR has a network of individual anti-trafficking agencies working with trafficked victims to achieve self-sufficiency by providing accessible healthcare; affordable housing; quality education; and access to meaningful work. ASU STIR makes contact with



undocumented immigrants at sites where they are seeking day-labor. ASU STIR then refers undocumented day-laborers to agencies in Phoenix, AZ such as the Chicanos Por La Causa, International Rescue Committee, A New Leaf, and Phoenix Dream Center. ASU STIR will also conduct onsite data collection.

Consulado General De Mexico En Phoenix offers resources and provides guidance to Mexican victims of human trafficking. They fill in the gaps and bring their own Know Your Rights brochures and the services they provide. The services they provided are only for Mexican nationals. The Consulate also does intakes to refer people for T-Visas and U-Visas.

Consulado General De Guatemala offers resources and provides guidance to Guatemalan victims of human trafficking. They refer them to services including passport renewal and identification services. If individuals are trafficked, they can be referred to services including T-Visas and U-Visas.

June Outreach Event: 06/26/2021

The first labor trafficking outreach event was conducted at a single shopping center in an area with a highly visible population of persons seeking day-labor in Phoenix. The outreach event was exclusive to the public as only volunteers from partner agencies who received training about victim-centered and trauma-informed outreach practices were allowed to participate at the events. The HTLA Class 6 consultant visited the area two Saturdays before the event to scan movement and activities to determine if the area qualified as a location where day-laborers congregate.

YOUR BOSS DOES NOT HAVE THE RIGHT TO CONTROL YOUR LIFE!

Forced labor is a crime and you have the right to speak up and report it. There may be ways to recover money you're owed, and you may be eligible for immigration relief due to these abuses.

If you or someone you know is in an exploitative or abusive situation at work, don't stay silent. Contact an organization that advocates for the rights of farm workers.

FOR MORE INFORMATION OR TO REPORT, CALL OR TEXT:

CONFIDENTIAL LINE:
1 (602) 361-0679
CHICANOS POR LA CAUSA
DERECHOSARIZONA@GMAIL.COM

THESE SERVICES ARE FREE AND CONFIDENTIAL

REMEMBER:
REGARDLESS OF YOUR IMMIGRATION STATUS, YOU HAVE RIGHTS SUCH AS:

- ▶ The right to be paid the federal minimum wage (\$7.25 an hour) or the promised wage.
- ▶ The right to a safe and healthy workplace.
- ▶ The right to leave your job whenever you want.
- ▶ The right to keep your immigration and identification documents with you.
- ▶ The right to complain without fear of retaliation against you or your family.
- ▶ The right to defend yourself if your labor rights are violated.

DAY LABOR AND FORCED LABOR

KNOW YOUR RIGHTS!

During the day of the event, the outreach team set up tents and tables. The first table visited by day-laborers had two volunteers (one Spanish speaking and one English speaking) who screened possible clients at the event. They then referred them to tables and tents to



receive services based on their needs. Partners at the first Project ALTO event included Consulado General De Guatemala, Consulado General De Mexico, the McCain Institute, Chicanos Por La Causa, the Office of Sex Trafficking Intervention Research, and Terros-PREP and HIV testing services.

At the first outreach event, the outreach team made contact with 33 day-laborers who were screened by professional and trained volunteers. All 33 persons were referred to services after meeting the qualification of day-laborers to prevent victimization and revictimization. Through conversations and intakes, 14 individuals self-identified as having experienced labor trafficking/exploitation. Of the 33 persons, only 16 of them gave their consent to do an intake.

The day-laborers ranged in age from 23 to 64 years old. All 16 of the clients who gave consent for an intake identified as cisgender males. Eleven day-laborers identified as Spanish-speaking persons, four identified as English-speaking persons, and one identified as speaking both English and Spanish. Twelve day-laborers identified as Hispanic, three identified as Caucasian, and one identified as Native American (Navajo). A majority (n = 7) of the day-laborers reported their country of origin as Mexico, followed by Guatemala (n = 4), United States (n = 4), and Honduras (n = 1). Fourteen of the sixteen clients reported they currently live in the Phoenix area.

Of the sixteen clients that agreed to do intakes, eight reported they do not have legal documents to work in the United States. Among those who reported they had legal documents, language barriers, trouble with the law, and social and economic mobility were among the top answers as to why they are not able to secure formal employment.

¿De qué se trata la TRATA?

Podrías ser víctima de trata de personas si...



- Trabajas en condiciones inhumanas o de explotación.
- El pago que recibes por tu trabajo es mínimo o nulo.
- No se te permite tener comunicación con tu familia o amistades.
- Te obligan a pedir limosna o vender productos.

Denuncia posibles casos de trata y pregunta por los servicios disponibles en tu localidad para víctimas de este delito.

Llama gratis las 24 horas del día, los siete días de la semana:

En Estados Unidos
National Human Trafficking
Hotline
1 888 373 7888

En México
Línea Nacional contra la
Trata de Personas
01 800 5533 000



Para más información llama
al siguiente número
520 623 7874





Of the sixteen clients that reported their housing status, four reported that their housing is not safe and not stable, and three reported they were currently homeless. Four day-laborers reported they were tricked or forced into doing work for money, two were tricked or forced into doing work with promises of work visa, two were tricked or forced into doing work for food, one was tricked or forced into doing work for drugs, one was tricked or forced into doing work for protection, one was tricked or forced into doing work for a place to stay, one was tricked or forced into doing work in exchange for transportation, and one reported their trafficker attempted sexual abuse on them to force them into doing work. Age of when the day laborers were first trafficked was asked and clients reported ages between 12 (youngest) and 47 (oldest).

The day-laborers described situations in which they were tricked or forced into doing any kind of work including “Cleaning dead bodies”, and “Will work & they will tell me that another guy will pay me, & I would leave without getting paid. This happened twice & I contacted my trafficker at the Home Depot.” Additionally, day-laborers were asked if they had ever been promised work where the work or payment ended up being different than what they expected and they responded, “Did not get paid- plumbing work”, “Promised pay for a certain amount & ended up getting paid less today (happened the same day as the event)”, “Es cerrajero, frecuentemente le ofrece una cantidad pagan menos o no le pagan (He is a locksmith, he frequently gets offers an amount they pay less or they do not pay him)”, “At Home Depot, worked at moving items for the trafficker, I didn’t get paid the \$230 promised to me”, and “Un dia - \$130 y no pagado (one day - \$130 and not paid)”. Four people reported they were picked up by a middleman and got dropped off to work at a landscaping site. Once they were done working, they asked for their pay and the person onsite stated he did not have any payment for them because he paid the middleman. The person stated that the middleman, the recruiter, was supposed to pay the workers their salaries and that he was not responsible.

**Are you a Mexican citizen
working in the U.S.A.?**



Remember that workers' rights **must be respected at all times** regardless of their immigration status.

If you have been victim of workplace abuse, report it by calling the **Center for Information and Assistance for Mexicans (CIAM)** at **520 623 7874** to receive assistance 24 hours a day, 7 days a week.



RELACIONES EXTERIORES
SECRETARÍA DE RELACIONES EXTERIORES



DOWNLOAD THE APP
MICONSUMEX



During the first event, one day-laborer particularly reported that he worked in painting, landscaping, and construction. He reported he pressed charges against his trafficker but needed a civil attorney. The outreach team referred him to legal services at one of the provider agencies. Three day-laborers from Guatemala requested assistance with getting their passports and national IDs renewed and accepted onsite services from the Consulate General of Guatemala. The Consulate further instructed them to visit their main office in Phoenix for any other assistance they needed. Other services provided on-site included legal consultation, shelter referrals, bags with hygiene products, masks, hand sanitizer, and temperature-stable food/snacks.

The sixteen day-laborers who agreed to receive intakes reported they needed assistance with up to 5 items on the list of services our service provision agencies were offering.

Housing 2	Transportation 3	Feminine Products 1	Condoms 2
Hygiene Products 3	Bus Passes 5	Gift Cards for food/gas 4	Clothes 2
Employment Assistance 5	Legal/immigration assistance 4	Detox/Drug Treatment 1	HIV/Hep C Testing 0
	Food assistance 3	Other 0	

July Outreach Event: 07/10/2021

The second labor trafficking outreach event was conducted at two separate locations, both shopping centers in areas with highly visible populations of persons seeking day-labor in West Phoenix. The outreach event was exclusive to the public as only volunteers from partner agencies who received training about victim-centered and trauma-informed outreach practices were allowed to participate at the events. The HTLA consultant visited the areas on a Saturday (a week) before the event to scan movement and activities to determine if the areas qualified as locations where day-laborers congregate.

The outreach team did not set up tents and tables at these locations. During the first event in June, the outreach team members were kicked out of the parking lot and were forced to



leave 30 minutes earlier than the scheduled time by the Home Depot managers because someone had reported to them that the event was getting in the way of their business. Additionally, Home Depot expressed that they were afraid if anyone gets hurt while doing the event, they would have to be liable for the damages. The HTLA consultant did a follow-up to Home Depot two days later and the property managers for the Desert Palms Power Center. One of the property managers informed the HTLA consultant in order to host another event, the outreach team must provide a minimum of 2 million dollars in event insurance. Unfortunately, none of the agencies in Project ALTO had that type of event insurance. This forced everyone involved with this project to find innovative ways to continue with the outreach activities. The outreach team, HTLA TA, and HTLA Mentor decided that the best way forward is to not have tents and tables set up. They decided to make contact with day-laborers at the parking lot only with temperature-friendly snacks and cold water, Know Your Rights brochures, and other resources in hand. Contacts were made by approaching the day-laborers who were congregating in the Home Depot parking lots.

First Site: During the first outreach site, the outreach team made contact with 20 day-laborers and handed them brochures and pocket cards. Eighteen of the day-laborers spoke Spanish and two spoke English. Seventeen of the day-laborers were migrants and three were United States citizens. One person particularly needed housing assistance, another requested immigration assistance and stated he was a United States citizen. The latter stated he lost his citizenship certificate and needed to replace it. However, he reported being unable to because he did not have the means (transportation, language translation, & money to fund his application) to get to the U.S. Citizenship and Immigration Services (USCIS) regional office in Phoenix, AZ. The International Rescue Committee (IRC), a partnering organization was able to direct him with resources including pro-bono legal assistance and referral for transportation.

Second Site: The outreach team made contact with 27 day-laborers at the second site for the event that took place on July 10, 2021. Of the 27 day-laborers, 26 were Spanish language speakers and one was an Amharic language speaker. One of the Spanish language speakers stated he was on-site to protect other workers' rights. He stated he has been educating day-laborers about trafficking and how to protect themselves while at work. The Amharic language speaker mentioned he gets paid \$20 an hour as a roofer when asked about what he does. In addition to receiving information about programs and services, day-laborers were also provided educational brochures on labor rights as well as food and water at the second site.

September Outreach Event: 09/01/2021 & 09/03/2021

The Mexican Consular Network in the United States hosts resource tables at the Consulate every year on the week prior to Labor Day. This year's theme is "Labor Rights Week", and it consists of a series of activities aimed to create awareness amongst workers of their rights and resources at their disposal. The Mexican government believes it is particularly important to reach out to workers in the community since they are more vulnerable to violations and exploitation due to their irregular status in the United States; a belief that is also shared by the members of the Project ALTO.



As part of this year's activities, which took place from August 30th to September 3rd, the Mexican Consulate in Phoenix, AZ offered legal consultations on labor-related issues; posted videos and other materials on their social media and held live webinars as well as radio programs on the subject. The Mexican Consulate invited members of Project ALTO to attend and host resource tables from September 1st to September 3rd. Members of the Chicanos Por La Causa (CPLC) Human Trafficking Program were able to attend these events where they made contact with Mexican nationals and passed out resources including Know Your Rights brochures to them. Other partners of Project ALTO including ASU STIR, the McCain Institute, and the International Rescue Committee were unable to attend, mostly due to conflicting schedules.

09/01/2021: On the first day, the CPLC HT team set up a table within the main lobby area where people waited in line for services provided by the Consulate of Mexico. Mexican nationals came in for immigration-related services and other services offered by the Consulate. The CPLC HT team spoke with 13 individuals, offered them the Know Your Rights brochures, and provided information about their case management program. All 13 of the individuals spoken with were described by the CPLC HT team as individuals who were curious and just wanted to know what was being offered. None of the 13 individuals shared any personal stories that indicated exploitation, nor expressed any interest in enrolling in case management services or wanting more information about labor exploitation/trafficking. All 13 of these individuals spoke Spanish. In addition to the CPLC HT team, Valle del Sol was also in attendance and had a table set up to share general program resources.

09/03/2021: On the second day, the CPLC HT team made contact with 18 individuals. Of the 18 individuals, 3 individuals expressed that they would like to get in contact with the CPLC HT team to learn more about human trafficking case management services. Of the 3 individuals, 1 person stated that he is currently a farmworker at a farm in Buckeye, AZ and that he has knowledge of several people who have reported not getting paid what they should be paid or were promised. All 18 of the individuals the CPLC HT team made contact with spoke Spanish as their first language. In addition to the CPLC table, there was one additional table that had one lawyer present who answered legal questions. Overall, the CPLC HT team stated the people they did speak with over the 2 days appeared comfortable with sharing personal stories when appropriate. The CPLC HT team stated that the majority of those spoken with were mainly through convenience; people who walked past the table on their way to other services being offered by the Consulate and/or people who were under the impression that it was a different CPLC department (not HT related).

Lessons Learned-Cons

- The outreach team needed more Spanish-speaking volunteers, we were short-staffed.
- The flow of the referrals at the first event needed to be more structured.
- The outreach team realized that they needed to come to the sites earlier than the scheduled time (7 am) to have more interaction with day-laborers. Day-laborers are mostly at the site between 5:30 am-6:30 am, as we were informed by some of the day-laborers during the first event.



- Realistically, the outreach team could not do HIV/Hep testing onsite as it was deemed unethical in an open tent.
- The outreach team needed to have a poster or a sign signaling there was an event taking place.
- The outreach team did not have a crisis contact person on-site. The crisis person stated they only show up if the person agrees to receive services.
- Some people were taking pictures of the outreach team from their vehicles.
- Home Depot managers kicked us out due to their customers complaining about our project. The outreach team members think that the Home Depot customers were angry at us because we were potentially getting in the way of their businesses to recruit day-laborers.

Lessons Learned: Pros

- The locations for the events were safe and had a highly visible population of day-laborers.
- The outreach team made contact with a high number of day-laborers than expected. This is a pro because we were able to educate them about their rights.
- A lot of people were taking the Spanish language small pocket cards, instead of the big ones. This is great because they can hide it from their trafficker, and they won't be suspected right away that they are carrying information about their labor rights.
- Hand sanitizers went out fast. Health and safety first.
- A random citizen saw what we were doing, went to a nearby Walgreen, and came to drop off cases of water and drinks to us. We were grateful.

Conclusion

While conducting these outreach events, we recognized that there's a possibility that we may be getting in the way of day-laborers from getting recruited to work and make money. However, we also know that spending five minutes with them might just be the chance they need to protect themselves and know their labor rights. The purpose of these KYR (Know Your Rights) campaigns is to help workers understand federal labor laws, pertinent state labor laws, and information about resources that aid with labor violations. These campaigns were designed to clarify what a healthy and unhealthy work environment is, including the topics of wage and hour rights, health and safety, harassment, discrimination, and human trafficking. The Arizona Labor Trafficking Outreach (ALTO) project provided migrants with brochures containing labor laws in English and in Spanish. The resources given to migrant workers are culturally sensitive and have accessible language including graphics.

The depth and sincerity of this project reveal the eagerness and passion of the Arizona anti-trafficking community to assess and respond to labor trafficking in their state. This initiative aims to bring about positive changes at local, state, and federal levels and brings about stronger collaborative efforts in the state. This initiative is made possible by the Arizona anti-trafficking organizations and the collaboration between governments of the United States of America, Mexico, and Guatemala. It should be noted that this initiative was not grant-funded and partners on this initiative utilized resources already available to them.