

The background of the cover is a photograph of four young children, likely students, looking out from a window. They are wearing bright yellow shirts. The child in the center is smiling broadly and waving. The child on the right is also smiling and waving. The child on the left is partially visible, also smiling. The child in the foreground is looking towards the camera. The window frame is made of wood and is set into a wall of light-colored, possibly plastered, masonry. The overall tone is warm and hopeful.

HUMAN
TRAFFICKING
INSTITUTE

2022
ANNUAL
REPORT

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Dear Friends,

We have seen the need. In many parts of the world, the absence of enforcement makes the fear equation simple: traffickers are not afraid, their victims are. We are building a future where the fear equation is turned upside down: where the traffickers are afraid, and their victims are emboldened; where the darkness of modern slavery is receding, and the light of freedom is advancing. Over the past year, the Human Trafficking Institute (HTI) has celebrated significant milestones in making that future a reality.



Uganda and Belize both received an upgrade on their Trafficking in Persons (TIP) rating in the latest TIP Report (July 2022) published by the United States Department of State. That means we've now seen three TIP rating upgrades in two partner countries over the past four years!

We have now seen a 627% increase in the number of traffickers prosecuted in Uganda over the last 3 years. In that time, Uganda has become a global beacon for freedom, prosecuting traffickers at almost 8x the global average. With additional resources, we believe our partnership in Uganda could protect more than 2.2 million victims of human trafficking over ten years. These numbers represent lives transformed for children, parents, villages, communities, and now even whole countries.

We can't stop trafficking without stopping traffickers, and we can't stop traffickers without you. Our scaling strategy is critical to transforming more lives in Uganda, Belize, and beyond. At the same time, we're growing our work in the United States, equipping law enforcement officers and prosecutors.

We are also excited to expand into a third party country - South Africa. We are in the process of establishing working relationships with local South African officials. We look forward to sharing our progress in South Africa with you in the coming months.

None of these significant milestones would have been possible without you—our friends and supporters. On behalf of the HTI team and those we serve, thank you for your faithful partnership, encouragement, and support. We are honored to do this important work together with you!

Victor Boutros
Chief Executive Officer

MISSION & PROGRESS

HTI is Committed to Our Mission and Our Approach.

We empower justice systems with the necessary tools, training, and tactical case support to stop traffickers. This not only frees their current victims but also protects those they would have trafficked from experiencing that trauma in the first place.

The Three Elements of Our Approach

Our three-pronged approach described below combines technical training with day-to-day, on-the-ground expert guidance to ensure prosecutors and investigators are well-equipped to decimate trafficking.



SPECIALIZED TEAMS

We work with our Partner Countries to establish specialized teams of law enforcement officers, prosecutors, and victim assistant coordinators responsible for stopping traffickers and freeing victims.



TARGETED TRAINING APPROACH

Members of the specialized teams receive high-impact training, resources, and tools to equip them with the specialized skills and tactics necessary to stop traffickers and protect victims.



EMBEDDED EXPERTS

In cooperation with our Partner Countries, we place enforcement experts inside prosecutors' offices and law enforcement departments. Our experts help support prosecutors and investigators as they pursue trafficking cases, from the identification of victims through the end of a trial.

*HTI combats trafficking at its source by
empowering justice systems
to stop traffickers.*

PROGRESS

Our Approach is Working

Our unique model to sustainably decimate trafficking is working.

The Power of the HTI Approach

In the first three years of our partnerships in Uganda and Belize, HTI's impact resulted in:

**627%
INCREASE**

in traffickers prosecuted

2,300+

trafficking victims freed through
law enforcement operations

1,517

suspected traffickers arrested
and put out of business

Uganda Scaling Strategy - **SCALING UP FREEDOM IN UGANDA**

Since 2020, when HTI began its embedded expert model in Uganda, we have seen over 2,300 victims removed from slavery and more than 1,500 traffickers prosecuted. But this is just the beginning. In 2023, HTI will be launching a scaling strategy that will result in freeing an anticipated 2.2 million victims from exploitation over 10 years. We are thrilled with the progress and impact our team is making in Uganda. Outlined below is what we anticipate over the next three years.

- HTI believes it is more effective and impactful to deploy Regional Response Team members to all four quadrants of Uganda simultaneously in the next coming months.
- HTI will hire additional team members to scale our model in the summer of 2023. Training will take place in Kampala, and deployment of the four regional response teams will happen in August 2023.

HTI will coordinate with the Ugandan government to designate high-performing human trafficking prosecutors to lead these quadrants as specialized human trafficking focal persons.

- These high-performing Ugandan prosecutors will be supported by HTI's Special Counsel (embedded experts), who will work side by side with them to continue to train and equip these high performers to do the complicated work they are already excelling in and to continue to gain the skills needed to effectively prosecute traffickers and free victims.
- This approach allows HTI to continue to "tag team" our efforts to do the work collectively with local prosecutors while building in-country capacity and long-term sustainable expertise within the Ugandan practitioners.

Ultimately, deploying to all four regions simultaneously rather than one at a time will more effectively empower our teams across Uganda to continue to free victims and prosecute traffickers in unprecedented numbers while building a model of future sustainability.

Financial Need to Scale Uganda:

Each quadrant of HTI's work in Uganda will cost roughly \$400,000 **in year one.**

In year two, as we continue to scale, grow the model, and expand our team in each quadrant, the cost will also grow to approximately \$640,000.

In year three, as the team continues to expand, each quadrant's cost grows to about \$750,000.





Story of **IMPACT**

A hidden epidemic quietly devastates the hopes and dreams of women and children across the globe today. Particularly in the developing world, millions find themselves forced into a world where someone else sells their bodies daily in the brutal business of sexual exploitation for profit. These women and children have become victims of human trafficking, trapped in modern slavery.

In 2022, HTI saw the end of the torment of fourteen children when their trafficker was finally sentenced, thanks to the work of the Human Trafficking Institute's embedded trafficking experts and the dedication of Uganda's specialized human trafficking prosecutors. This story ends with an operator of an unapproved Children's Home in Uganda being convicted of fourteen charges of Aggravated

Trafficking in Children and one charge of Operating an Unapproved Children's Home.

However, the story began with a local religious leader deceiving the parents and guardians of children from different parts of western Uganda to give him their children so he could provide them with an education, which they did not have access to in their villages. The convicted trafficker took the children far away to his makeshift children's home, which in fact, did not provide schooling to the children. The trafficker instead took indecent photos of the children and used these child sexual abuse images to solicit funds.

After local law enforcement received intelligence about the scheme, the officers raided the trafficker's

"children" home. Law enforcement rescued the children, who were provided resources to ensure they received the care and support they needed, including shelter, medical services, and reunification with their families. The fourteen children consisted of eight minor females and six minor males between the ages of four and eleven. Thanks to the continued partnership between Ugandan prosecutors and the Human Trafficking Institute's ongoing country support, this trafficker was convicted and sentenced to eight years. HTI's Special Counsel worked with the investigators and prosecutors on this case by reviewing the file and identifying key evidence, drafting the formal charges against the accused person, supporting the prosecutor in the courtroom, and developing the case strategy.

With each trafficker stopped – by persistent and effective enforcement of the law – victims experience freedom and justice, and an entire future stream of victims are saved from a similar traumatic nightmare of exploitation.

UGANDA



Key Efforts This Year

TRAFFICKING ACADEMY

In November 2022, HTI put on an advanced Human Trafficking Academy for supervising and high-performing prosecutors in Uganda. Thirty-five prosecutors and law enforcement officers were trained in advanced investigative and prosecutorial techniques.



MEDIA TRAINING

In February 2023, HTI Uganda completed a comprehensive media training for over forty members of the Ugandan media, representing television, radio, and newspaper. Media engagement will be a key component moving forward to communicate to traffickers and community members that the cost of doing business as a trafficker in Uganda has skyrocketed.



The Power of Partnership

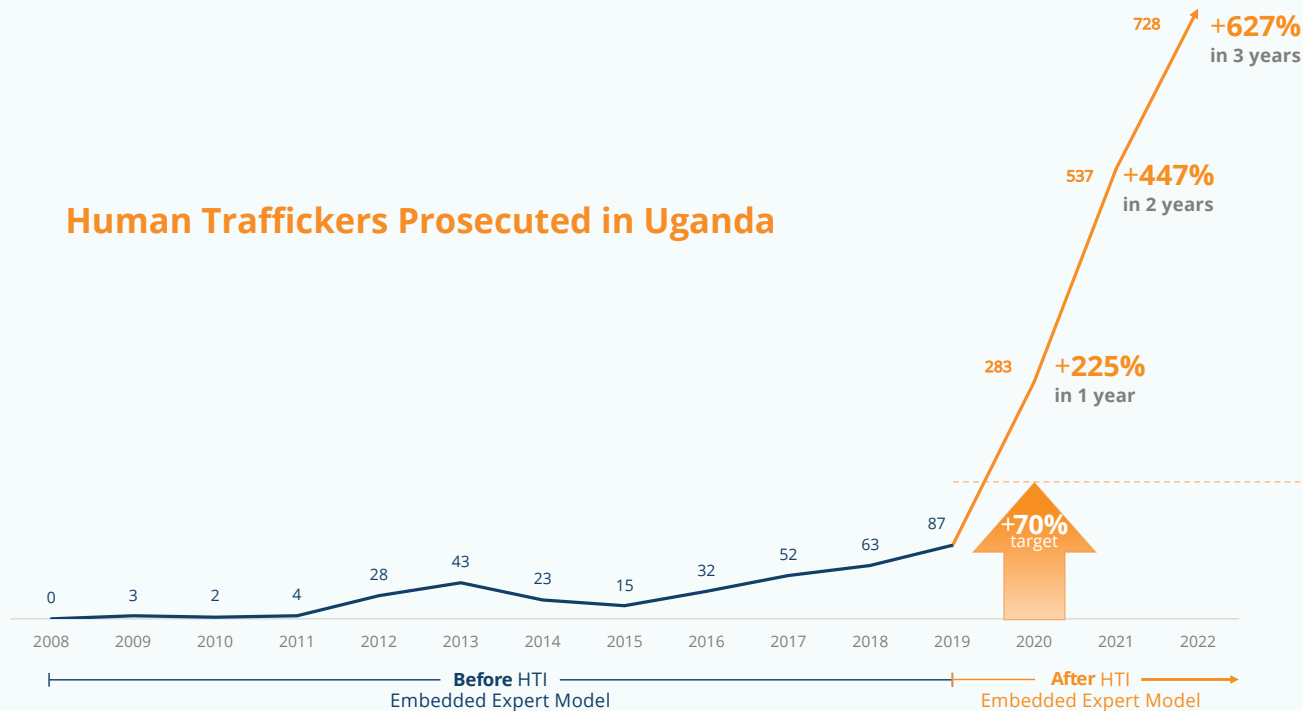
HTI's team in Uganda has worked tirelessly alongside government officials, prosecutors, and law enforcement over the last several years. As a result of this partnership, Uganda was upgraded in the 2022 Trafficking In Persons (TIP) report released by the United States Department of State. Uganda also produced a 627% increase in the number of traffickers prosecuted in the last 3 years.

These significant milestones serve as an important example that significant progress can be made to decimate human trafficking through effective enforcement.

Uganda has emerged as a global beacon for freedom, prosecuting traffickers at almost 8x the global average. These powerful data points have helped strengthen Uganda's reputation internationally and show that they are taking meaningful steps toward combating human trafficking. Uganda's progress provides an additional incentive for other countries to strive for progress in enforcing laws against traffickers.

With additional resources, we believe our partnership in Uganda could protect more than 2.2 million victims of human trafficking over ten years. These numbers represent lives transformed for children, parents, villages, communities, and now even whole countries.

Human Traffickers Prosecuted in Uganda



8 All numbers from U.S. State Department's Annual Trafficking in Persons Report.

BELIZE

In 2022, HTI strengthened its commitment to support the Government of Belize's efforts in combating Trafficking in Persons (TIP) by signing a Memorandum of Understanding (MOU) with the Ministry of Human Development, Families, and Indigenous Peoples' Affairs. The MOU formalized the coordination between HTI's Victim Assistance Coordinator and the Department of Human Services to ensure that victims of human trafficking receive the services they need and undergo the best possible care. In addition, HTI collaborated with three Government Departments to draft department-specific Standard Operating Procedures

(SOP) in regard to working with TIP victims and strengthening their response capacity in a victim-centered, trauma-informed manner. Following the development of the SOPs, HTI facilitated countrywide TIP identification and referral training through which 79% of the country's immigration officers, 80% of labor officers, and 85% of social workers were trained. HTI also facilitated a one-day training for Supreme Court Justices and Magistrates, which focused on best practices in handling TIP cases in Belize during the pre-trial, trial, and post-trial stages.

In September 2022, HTI was awarded its second Central American Regional Security Initiative (CARSI) grant, which will extend the TIP Identification and Referral frontline training to personnel from the Belize Defense Force (BDF), as well as personnel from the Customs and Excise Department. Finally, in February 2023, HTI hosted the first Human Trafficking Academy to take place in the country of Belize. Former olympic medalist Michelle Kwan, who now serves as the US Ambassador to Belize, opened the Academy alongside HTI CEO Victor Boutros. This one-week academy brought together stakeholders from various departments that are crucial in successfully addressing TIP, from identification to resolution. Throughout the one-week training program, participants increased their understanding of the tools and techniques used in TIP investigations, acquired new resources and concepts to improve the movement of TIP cases within the justice system, and gained practical experience in using a collaborative approach to address TIP cases from the initial report through trial.

HTI looks forward to continued successful collaboration and partnership with the government and stakeholders in Belize as they work together to improve the country's response to trafficking in persons.



Announcing HTI's Partnership with **SOUTH AFRICA**

Announcing Our New Partner Country: South Africa

HTI has received funding to implement its proven model and work collaboratively with the South African government to combat human trafficking within the country.

We plan to have our Country Director in South Africa by early Fall 2023. We are eager to collaborate with the South African government to offer further assistance in their ongoing efforts to combat human trafficking.



Introducing Glenn Parks, HTI's Country Director for South Africa

Glenn Parks serves as HTI's Country Director in our new country partner in South Africa.

Parks' legal career began with a clerkship at the Nebraska Supreme Court, followed by a few years litigating at a full-service business firm in Lincoln, Nebraska, and since has focused on combating human trafficking. In 2006, he moved to India with his wife and four kids to co-found a prosecution-focused organization aimed at rescue, restoration, and justice for victims of sex trafficking. Parks served as the organization's legal director for several years. He also consulted with an organization in Nepal, helping craft its border monitoring strategy as it confronts human trafficking occurring across the Indo-Nepalese border. During his nine years in India, Parks also guest lectured at a law school in Bangalore, where he delivered approximately 200 lectures over the course of his last three and a half years in India.

After returning to the United States in 2015, Parks began leading the Nebraska Human Trafficking Task Force as an assistant attorney general. Parks was awarded Prosecutor of the Year in 2023 for his work in the task force just before he left the Nebraska Attorney General's Office to lead HTI's initiative in South Africa. Parks holds a B.A. in Philosophy and a J.D. from the University of Nebraska-Lincoln, as well as a LL.M. in Criminology from the University of London.



UNITED STATES

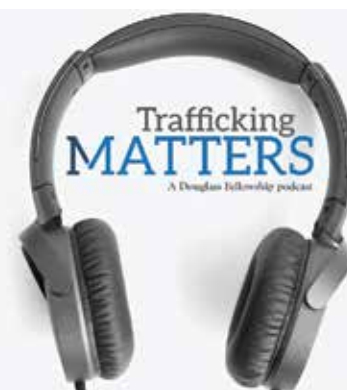
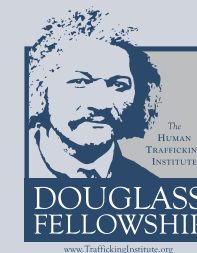
Ongoing Efforts to Provide Training and Resources in the United States

2022 brought a season of celebration and growth for HTI's domestic work, as we welcomed our sixth class of Douglass Fellows and advanced the use of HTI's exclusive dataset in the fight to combat trafficking in the United States.



Frederick Douglass Fellowship

HTI welcomed the 2022-2023 Douglass Fellows in August in a two-day orientation in the nation's capital. Hailing from William & Mary, Boston University, and Harvard Law, the fellows spent time in Washington, D.C., learning about HTI's work and commitment to inspire the world's next generation of anti-trafficking leaders. The Fellows met with Kenneth B. Morris Jr., a descendent of Frederick Douglass, and attended *American Prophet: In His Own Words*, a musical production detailing the life and work of Frederick Douglass. In another first, this year's fellows traveled to HTI's country partner of Belize to assist in the first Belize Training Academy.



Trafficking Matters: A Douglass Fellowship Podcast

Each year, HTI's Douglass Fellows host the Trafficking Matters podcast! Every episode features rich and informative conversations with incredible individuals working to decimate human trafficking. This season they've covered topics such as the exploitation of migrant workers, state level prosecution, and data-driven advocacy. **Scan the QR code to check out some of our favorite episodes this season:**



Release of the Federal Human Trafficking Report

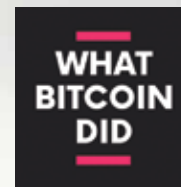
The 2022 Federal Human Trafficking Report (FHTR) features the largest dataset since its inception in 2018, with exhaustive data from over 2,929 cases spanning across all 94 U.S. federal district courts in all 50 states and U.S. territories. To encourage the use of data in the response to combat human trafficking, HTI took the FHTR on the road in 2022, training prosecutors, law enforcement officers, first responders, and practitioners across the country using the exclusive data contained in the FHTR database. In 2022, the implementation of data-driven training was an exciting step for HTI as we move forward in filling gaps in the domestic response to combating human trafficking through the power of data.

Visit the Federal Human Trafficking Report data site at data.traffickinginstitute.org.



Thank you
TO OUR PARTNERS!

HTI wishes to extend our appreciation for the support of our partner organizations in the FYE23:



For information on how to partner with us, please reach out to contact@traffickinginstitute.org

Event
HIGHLIGHTS

The Human Trafficking Commission Annual Conference

Senior Legal Counsel, Lindsey Lane, presented at The Human Trafficking Commission Annual Conference in North Carolina in September 2022. She spoke on best practices in investigating, prosecuting and serving victims of human trafficking through the power of data from the Federal Human Trafficking Report and HTI's new data subsite.



2022 Justice Partner Dallas Gathering

In September, HTI hosted the 2022 Justice Partner Dallas Gathering! Attendees heard from our CEO, Victor Boutros as well as from one of our embedded experts in Uganda.

Event HIGHLIGHTS

October Donor Event in New York City

A group of valued donors gathered in October 2022 to the incredible impact of our work and opportunities for future expansion!



The Fight Against Trafficking STARTS WITH YOU!

Justice Partners are HTI's monthly recurring donors. HTI's work would not be possible without your support. If you are interested in joining the cause to stop traffickers - join the movement and become a Justice Partner today!

At HTI, we believe that human trafficking can be decimated globally. Justice Partners see the same vision and support our mission. They generously sacrifice their valuable resources monthly to make justice and restoration a reality for survivors around the world. For the last five years, Justice Partners have contributed significantly to the overall work and mission of our organization.

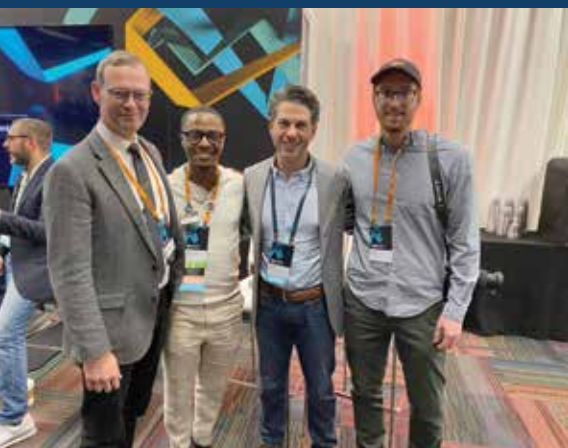
Our Justice Partner community is the lifeblood of our work. These individuals make it possible for HTI to show up, make a lasting impact on the ground, provide justice for survivors, and help prosecute traffickers in our Partner Countries. Recurring donations enable us to strategically expand our work and stop more traffickers around the world.

As we continue to grow, we want to invite YOU to play a part in multiplying our reach by becoming a Justice Partner. Your commitment to our mission allows us to scale our efforts to stop more traffickers and protect more victims. Will you join us to help grow our impact?

Visit JUSTICEPARTNER.ORG to take part in decimating trafficking around the globe!

Relativity Fest

Relativity Fest is an annual conference designed to educate and connect the e-discovery and compliance communities. HTI was honored to be included in the documentary released at this year's conference, "On the Merits: Labor Trafficking."



Jubilee '23

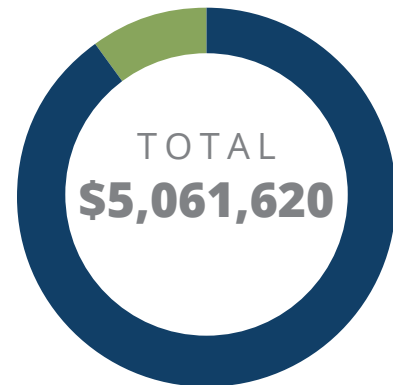
HTI participated in Jubilee '23 in Pittsburgh in February 2023! Victor spoke to a full house of 2000+ college-age students interested in learning more about the impact of our work and how they can be a part of decimating trafficking.



Financial STATEMENT

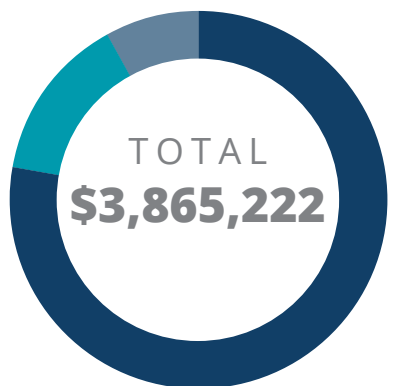
Human Trafficking Institute is a 501(c)(3) registered charity and is committed to modeling and maintaining the highest standards in our work, including our commitment to financial integrity. This fiscal year covered April 2022–March 2023.

BREAKDOWN BY REVENUE



- INDIVIDUAL AND FOUNDATIONS
\$4,542,943 (90%)
- CORPORATE
\$15,344 (0%)
- GOVERNMENT
\$503,333 (10%)

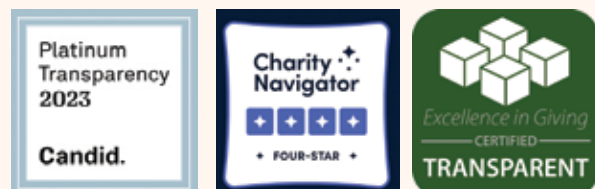
BREAKDOWN BY EXPENSE



- PROGRAM
\$3,014,873 (78%)
- GENERAL AND ADMINISTRATIVE
\$541,131 (14%)
- FUNDRAISING
\$309, 218 (8%)

HTI received the **Gold Seal from Excellence in Giving** as well as a **100% rating from Charity Navigator**.

In addition, HTI received the **Platinum Seal of Transparency Rating from Candid** (formerly Guidestar), the world's largest source of information on non-profit organizations. This rating puts HTI in the top 0.1% of charities nationally in terms of transparency.



Meet the TEAM

OUR LEADERSHIP



Victor Boutros
Chief Executive Officer



Kim Thompson
Director of Advancement



Donna Hamilton
Director of Finance and Operations



Lindsey Lane
Senior Legal Counsel



Tyler Dunman
Country Director - Uganda

BOARD OF DIRECTORS



Eric Ha
(Chair), Chief Administrative Officer, International Justice Mission (IJM)



Lenny Moon
(Treasurer and Secretary), Expert in the Financial Sector & Startup Industry



Joe Armes
Chairman of the Board, Chief Executive Officer & President, CSW Industrials, Inc.



Caroline Stevens
Investor, MPK Equity Partners



Stewart Bertron
Partner, Murray Bertron, LLC.



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HTI CEO

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