



# 2022 Annual Report

To Prevent Child Exploitation  
and Trafficking



**PACT**  
by ECPAT-USA

# Table of CONTENTS

Letter from the CEO.....	p. 3
Our Mission, Vision & Values.....	p. 5
Our Impact in 2022.....	p. 6
The Survivors Council.....	p. 26
Inside PACT.....	p. 29
Financial Statement.....	p. 30
The Team & Board Members.....	p. 31
Our Partners & Donors.....	p.33



**PACT**

# Letter from the CEO



Dear Friends,

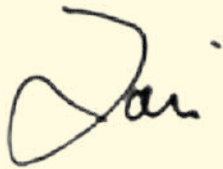
It is a distinct pleasure to share this Annual Report with you, as it marks the first outing for Protect All Children from Trafficking, PACT! We celebrated PACT's "soft launch" at the 2022 Freedom Awards gala, and we are excited to continue ECPAT-USA's groundbreaking work with a name that captures our mission and focus. PACT is honored to continue as the US member of the ECPAT child protection network, active in 105 countries around the world. As you can see in this report, we continue to expand our work both domestically and with our international partners.

With the return to in-person activities, PACT settled into our office in Brooklyn (come visit us!). We also returned to the classroom, to the board room and to the halls of Congress. We continued to harness the power of virtual learning, exponentially growing our workshops for online safety, healthy relationships and trafficking prevention for youth, parents, and the travel and tourism industry. And we continue to provide high quality engagement with youth who urgently need support but cannot find it elsewhere because they are incarcerated, in foster care or recent arrivals to the United States.

In short, our new name reflects our deeply held belief that ALL children have a fundamental human right to grow up free from trafficking and sexual exploitation. While our growing staff has deep expertise in best practices to identify and prevent trafficking, we continue to elevate the wisdom and insights of the true experts—the women and men of PACT’s Survivors’ Council. This partnership not only allows us to elevate their voices, but ensures that our educational material, policy guidance and recommendations for the private sector are practical and comprehensive.

We thank you for joining with us in making a PACT to protect all children!

With gratitude,

A handwritten signature in black ink that reads "Jari".

# Our MISSION, VISION & VALUES

Our vision is to build a world where no child is bought, sold, or used for sex. We work tirelessly towards this goal every day.

Our mission is to protect every child's right to grow up free from sexual exploitation and trafficking. Over the past year, we have continued to advance our legislative advocacy efforts, educate youth and communities on the issue of child sexual exploitation and trafficking, and forge partnerships with key stakeholders. Our work has been instrumental in bringing attention to this issue and in ensuring that survivors receive the support and services they need to heal and thrive.

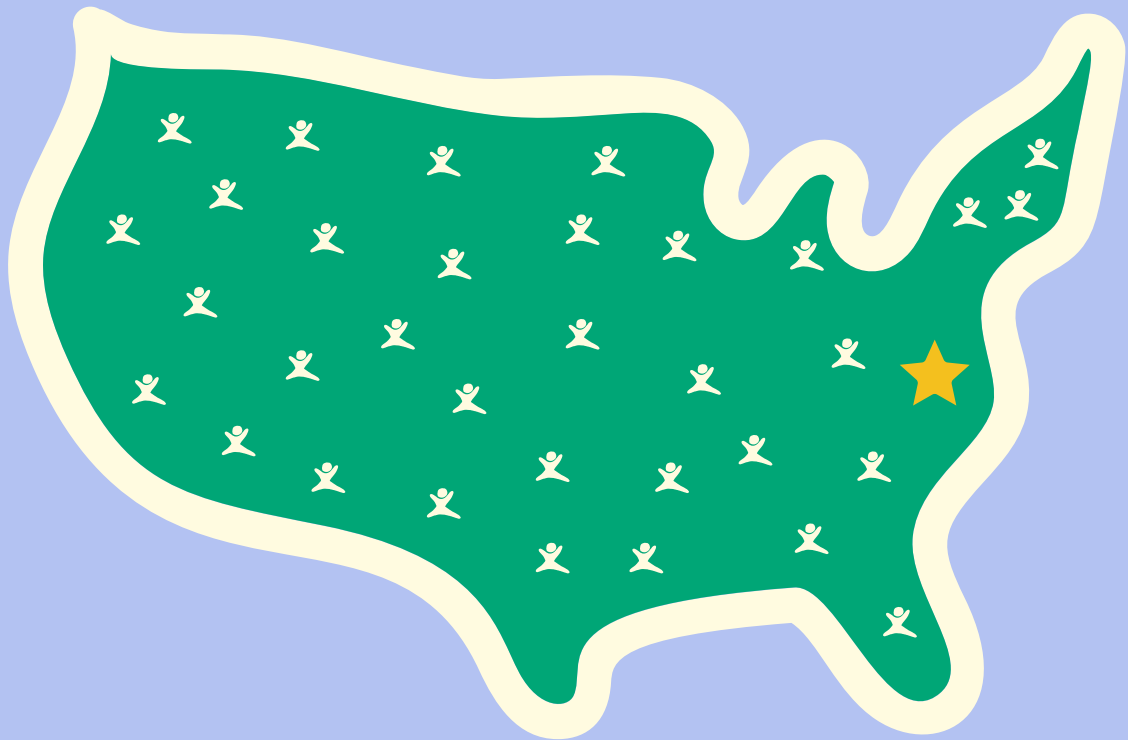
Our core values guide everything we do. We believe in inclusivity, collaboration, strategic thinking, principled action, and excellence. These values help us work effectively with partners, stakeholders, and survivors to make a real difference.

PACT's work is directly linked to the UN Sustainable Development Goals, a set of 17 global goals that seek to overcome various social, economic, and environmental challenges by 2030. Sustainable Development Goals that we are addressing include:

- the elimination of all forms of violence against women and children;
- ending forced labor, human trafficking, and child labor;
- facilitating the orderly, safe, and responsible migration and mobility of people.

By working towards these goals, we believe PACT can make the world a safer and better place for children everywhere.

# Our IMPACT in 2022



In 2022, we contributed to ending child sex trafficking through:

**Education**

**Private Sector Engagement**

**Advocacy**

**Knowledge Building**

# Private Sector Engagement

**We PARTNER with  
the private sector  
and educate  
professionals**

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# Hotel e-learning

The hospitality industry is in a unique position to identify and report human trafficking due to its perceived anonymity. Traffickers believe they can go unnoticed while exploiting victims across the globe in hotels— ranging from budget properties to luxury resorts. From check-in to check-out, there are a number of indicators victims and exploiters exhibit during the time they are on a hotel property.



Our online training program - developed in collaboration with the American Hotel and Lodging Association and Marriott International - teaches participants about the intersections between human trafficking and the hotel industry. States mandating training for the hotel industry have cited PACT's program as the benchmark.

1M.

**Within the past two years, our Hotel Training Program has been accessed over one million times in more than 80 countries!**



# Travel Professionals Training

Traffickers are known to use hotels, airlines, and other travel infrastructure to exploit or transport their victims. They book hotel and motel rooms when setting up encounters between victims of sex trafficking and those individuals purchasing sex. They move victims to and from locations by way of commercial air travel. Traffickers capitalize on the lack of awareness around human trafficking within the travel and hospitality industry. All too often, they continue to exploit victims because staff, managers, and executives do not know what to look for.

Scan the QR code to read about Brad Schumacher, a Sales and Hospitality Leader, who discusses the unique role of professionals in the travel industry in assisting with the eradication of human trafficking.



Fortunately, there are many ways travel and meeting professionals can prevent and combat human trafficking. Our online training program covers the intersections between human trafficking and the travel industry.

**2500+**

**To date, over 2500 travel professionals have completed our training on human trafficking.**

**In addition to the e-learnings, PACT trained over 2000 professionals through in-person meetings and webinars. It takes each one of us to recognize the signs of trafficking and report them.**

# 'The Code'

The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism ('The Code') is the world's first and only voluntary set of business principles travel and tour companies can implement to prevent sexual exploitation and trafficking of children.

**In 2022, PACT welcomed 4 new partners who signed 'The Code':**



"By signing the ECPAT Code, we are honored to play a role in helping strengthen our industry's response to human trafficking" said Jim Allen, Chairman of Hard Rock International.

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PACT is proud to have joined Airbnb's Trust & Safety Advisory Council. With expertise in child protection for the travel and tourism industry, we provide guidance, insights, and recommendations to develop best practices and improve child safety.

Youth and Community Education

**We EDUCATE**  
**children, their**  
**parents and**  
**caregivers**

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# The Y-Act Program

PACT's Youth Against Child Trafficking (Y-ACT) program empowers children and teens to take the lead in advocating against sexual exploitation and trafficking. In the curriculum that ranges from 8 to 14 workshops, teens learn the facts, misconceptions, and risks of trafficking in the United States; internet safety, building healthy relationships (romantic and platonic), and creating supportive communities. The Y-ACT program is available to schools, after-school programs, and youth organizations free of charge.

1300

In 2022, the Y-Act Program was delivered in both English and Spanish, in presence and online, to 1300 youth throughout 6 States.

The infographic is divided into three main sections:

- ONLINE SAFETY:** A smartphone graphic displays a list of safety tips: "Being online has risks. Try some of these safer practices." The tips include: "Ask questions and try a video call before meeting in person", "Bring a trusted person along and meet in public", "Share your plans with someone you trust", "Trust your gut - Leave if you feel uncomfortable.", "Check links before clicking", "Avoid sharing private or personal info, photos, or videos. Especially ones including your body.", "Be cautious of messages, friend, or follow requests from strangers", and "Block and Report Comments, Accounts, or Numbers that seem unsafe".
- HEALTHY RELATIONSHIPS:** Features a sailboat illustration and the text "Put the Float in your Relation SHIP". It lists "Consistent Behavior", "Respect", "Communication", "Honesty", "Boundaries", "Trust", and "Consent". Below, it states "Unhealthy Dynamics can sink your SHIP" and lists "Pressuring You", "Hurtful Comments", "Being controlling", "Love Bombing", and "Isolating you from others Gaslighting".
- GET HELP:** Includes a clipboard graphic with contact information for: "National Domestic Violence Hotline" (Call 1-800-799-7233, Text 'START' to 88788), "National Human Trafficking Hotline" (Call 1-888-373-7888, Text 'Help' to 233733), "Cyber Tip Line" (1-800-843-5678), and "National Sexual Assault Hotline" (1-800-656-4673, <https://hotline.rainn.org/>). It also lists "Visit Us at www.ecpatusa.org" and "Teachers & School Staff", "Professional Hotlines", "Family Members & Friends", and "Medical Staff & Counselors".



"After the program finished, the conversations continued. The program helped the kids not only with information about human trafficking but also on self care and where to get help." - School teacher.

# The Y-Act Program at a glance

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1300+ hours working with youth and educators across the United States



Established the organization's first ever Youth Council



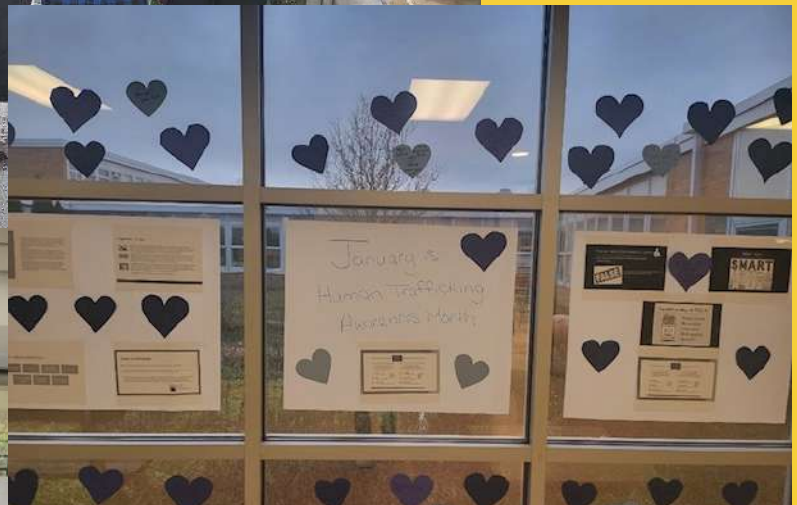
A 10-week long curriculum which is adapted to best serve youth

Material available in English, Spanish, Haitian Creole, Mandarin, Cantonese and more!

## Youth Council Accomplishments:

- Y-ACT Community Resource Guide
  - Assisted in researching and compiling data on different organizations across NYC for our community resource guide.
- Y-ACT Outreach
  - Conducted outreach to organizations and schools for our youth workshops.
- Y-ACT Curriculum Review and Feedback
  - Reviewed our youth workshops. Provided feedback and suggestions for our core curriculum workshops, as well as our standalone workshops.
  - Ensured the materials, activities, and topics covered in our workshops are age appropriate and culturally relevant to youth.
- Y-ACT Program Expansion
  - Brainstormed and pitched topics they thought would be great additions to our existing youth program.
  - Topics included: stress management; social media and its effects on mental health; social media and its effects on decision making as teens; navigating and coping with difficult situations as teens.
  - Some of these are now being offered in our curriculum.

# The Y-Act Program in images



Students from Brentwood Union Free School district held a festive Blue Campaign to celebrate Human Trafficking Awareness Day. By doing so, they have shown their incredible support to fight against child sexual exploitation and trafficking.

# The Y-Act Program in Quotes

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## About Child Trafficking Workshop:

"[The discussion on grooming] was helpful because I didn't really know a solid definition of grooming. It was helpful to hear about a real story a survivor gave about their experience with human trafficking. The overall presentation was organized and was helpful because I'm more of a visual learner. I liked the scenario and we had a good discussion about it."

"[The workshop] was very informative. It went in depth on the definitions [of trafficking] and how trafficking is a violation of our human rights. The video [included in the workshop] went into how it takes place everywhere not just in cities but the suburbs. I liked that it said it can happen to anyone because I think people think it won't happen to them. I loved how you told us how someone being there for you and telling us "that no one understands you like I do" is a red flag. I feel like it will allow us to be more careful who we share our feelings to."

## About Healthy Relationships Workshop:

"I like how they included the 4 steps [for setting boundaries], while explaining their definition. The [youth] tips listed [for boundaries] can actually be used in a real life scenario. I like how all of the different kinds of consent are listed. I like how the scenarios were realistic."

"[The workshop] gave examples on ways to set your boundaries and acknowledge that someone is overstepping and how to get out of the situation. It's good [the discussion on consent] shows how consent can be given and taken away at any moment and understanding that consent is a choice you make without the use of coercion."

## About Virtual Identities Workshop:

"[The discussion on accepting friend requests from people you don't know] makes us aware because it's something we do everyday and don't realize it's unsafe.[The sexting discussion] shows how things can get out of hand and the choices are out of your control once you send something like a nude. I think the activities are good because they show things that we see in everyday life and make us think about whether it's ok or not."

# Reaching out to isolated youth

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PACT has been partnering with a Juvenile Center in Michigan for a second consecutive year.

The Berrien County Juvenile Center is hosting children who have faced obstacles, shown vulnerabilities and need further support.

The Y-ACT Program offers a tailored and interactive curriculum to address the students' specific needs. It encourages students to reflect on their possible challenges and how to overcome them while helping them in recognizing potential risks and building a supportive system.

The content mostly focused on healthy relationships, active listening, setting personal boundaries, and online safety.

The Youth Center and PACT will continue their partnership in 2023.



# Child Sexual Abuse Material (CSAM) Prevention Program

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The Educational Initiatives Department launched its Child Sexual Abuse Material (CSAM) Prevention Program for parents in 2021. The interactive curriculum provides parents and caregivers with an understanding of grooming strategies, how youth engage in social media, and strategies to engage in difficult conversations with children about online safety. Topics cover 'Online Safety for Children', 'How to Talk to Children about Risks', and 'Where to Find Help within your Community'.

2700

In 2022, over 2700 parents, educators and youth took part in our prevention workshops. The Program was delivered in both English and Spanish, and carried out virtually.

34

Number of states where PACT-staff provided live training to parents about online safety and healthy communication between children and their parents or guardians.

"I'm so glad you guys are talking about this. Thank you for the tools you give us to educate our kids. It's so hard to talk about this with them. Now I know how to start. Thank you so much!" - A parent -



# The Social Identity Quest (SIQ)

The Social Identity Quest (SIQ) is a program created by PACT in partnership with Hard Rock International and EduNetwork. The program was developed in response to the increase in exploitation and recruitment into trafficking that is occurring online, specifically through social media. To date, over 1.2 million students in 42 states have participated in SIQ, resulting in a 15% growth in human trafficking awareness and a 24% growth in informed decision making within social media practices.

Test your knowledge on  
the Social Identity  
Quest website



**SOCIAL IDENTITY**  
QUEST



Students Educators Parents/Guardians Resources



## A PROGRAM FOR STUDENTS TO EXPLORE WHO THEY ARE AND WHAT THEY DO ONLINE

Teens immerse themselves online and define who they are through social media. **Hard Rock's Social Identity Quest** is designed to challenge them to make choices and build skills to reduce risks they may encounter on the internet. Hard Rock has partnered with ECPAT-USA to create a program to stimulate student-driven discussion and create awareness of potential online risks.

Drawing upon the success of the Social Identity Quest, PACT is partnering with Hard Rock and ECPAT Mexico to develop a Spanish language program for Mexican youth.

Legislative Advocacy

**We ADVOCATE to  
protect child  
victims and  
human trafficking  
survivors**

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# PACT Advocacy Efforts

In 2022, PACT contributed to successful advocacy for:

- The Respect for Child Survivors Act;
- The Eliminating Limits to Justice for Child Sex Abuse Victims Act;
- The Reauthorization of the Trafficking Victims Protection Act.

**PACT consulted on and advocated for the passage of the Abolish Trafficking Reauthorization Act of 2022.**

**The bill passed on the last day of Congress, December 22nd, 2022. The bill was subsequently signed by the President the following year. PACT's Survivors Council advised bill sponsors, Senators Cornyn and Klobachur, to ensure the legislation reflected the lived experiences of survivors.**

11

PACT provided expertise on 11 bills that were introduced in Congress.

50+

PACT educated over 50 members of Congress on issues related to human trafficking and child sexual exploitation.

5

PACT advocated for anti-trafficking legislation in 5 states.

Knowledge Building

**We BUILD**  
**KNOWLEDGE**  
**among the**  
**general public**

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# FREEDOM AWARDS

This year's Freedom Awards took place at the Pace Gallery, New York on September 20, 2022. The annual benefit was a record setting gala, grossing over a quarter of a million dollars, giving much support for programs. Guests were able to learn more about PACT, enjoy interactive entertainment, and celebrate the myriad ways our organization works to end child sexual exploitation and trafficking.

## **The 2022 Freedom Awards were made possible thanks to:**

Stardust Fund · American Airlines & CWT · Delta Airlines · Fiduciary Trust International · Hard Rock International · Uber · American Express Global Business Travel · Associated Luxury Hotels International · AHLA Foundation · Bloomberg Philanthropies · Catholic Sisters Against Human Trafficking · Empire CLS · Hilton · Marriott International · MGM Resorts · Sidley Austin · The Atlantis Bahamas · Carlson · The Law Firm Weil Gotshal · Meeting Professionals International · PriceWaterhouseCooper (PwC) · Karen & Joel Weiss · Carol Alexis Chen and Winston & Strawn LLP

## **Thank you to our Benefit Committee Members:**

William Gorin · Jonathan & Amy Hochhauser · Johna Johnson · Caitlin McGee · Zoraida Rodriguez Montenegro · Sydney Rose · Jackie Shapiro · Lawanna Kimbro and Molly Gochman, Stardust Fund · Cindy Vreeland

# 2022 Freedom Awards Honorees



**DR. LISETTE COOPER**  
VICE CHAIR; FIDUCIARY TRUST  
INTERNATIONAL



**MICHAEL DOMINGUEZ**  
PRESIDENT & CEO; ASSOCIATED  
LUXURY HOTELS INTERNATIONAL



**AMARIS OBANDO-CARABALLO**  
CAMS-I; GRAHAM WINDHAM  
FAMILY SERVICES



**THERESA FLORES**  
SURVIVOR LEADER; FOUNDER &  
PRESIDENT OF THE SOAP PROJECT

Congratulations to them for their  
inspiring and impactful contributions  
to advance children's rights.

## Reports

### UNDETECTED: Sexual Exploitation of Migrant Children during the COVID-19 Pandemic

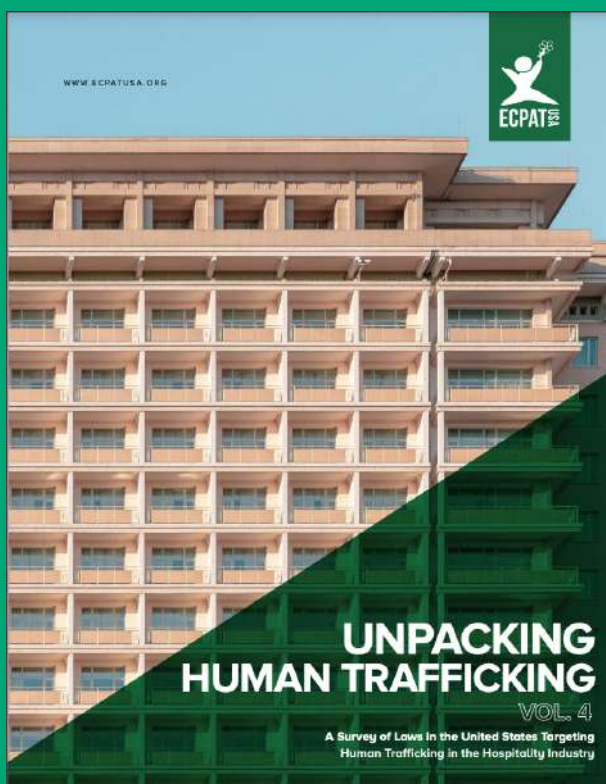
In 2022, we published a new research study, conducted with our ECPAT partners in Mexico and Central America, that highlights the impact of COVID-19 on child migration and trafficking from those regions.

[Click here to read the report](#)

**ECPAT** USA

UNDETECTED: Sexual Exploitation of Migrant Children during the COVID-19 Pandemic

### UNPACKING HUMAN TRAFFICKING, Volume 4



We continued our Unpacking Human Trafficking Series with the release of the volume 4. This version of the report includes important revisions that not only expand the explanations on local ordinances governing mandated training and reporting, but also now includes an interactive map that makes information on local ordinances more easily accessible.

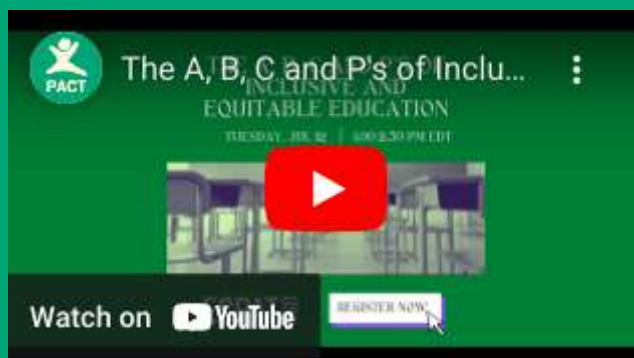
[Click here to read the report](#)



# Videos

In 2022, PACT led several webinars and online conferences:

## The A, B, C and P's of Inclusive and Equitable Education



## Building a Movement For Justice: A Conversation with Sara Kruzan and Cori Thomas



## Dismantling Online Exploitation of Children



# The SURVIVORS COUNCIL



Established in 2017, the PACT Survivors' Council is comprised of members from diverse identities, backgrounds, genders, ages, and sexual orientations. Members of the Survivors' Council consult and provide subject matter expertise to PACT staff during program development and evaluation. They have testified before Congress and the Department of Justice. The contributions of the Survivors' Council are essential to PACT's work and mission.

## PACT believes in Survivor-led initiatives, but what does that mean?

- **Survivor-Informed:** This approach meaningfully engages a diverse community of people with lived experience and incorporates their input and expertise at all stages, from start to finish of all efforts, including development, implementation, and evaluation.
- **Survivor-Led:** This approach values survivors, the people with lived experience, and their unique expertise by actively positioning and supporting them in all levels and kinds of leadership and decision-making positions to transform the conditions that allow exploitation.

In 2022, the members of the Council provided consultation that helped to develop and modify PACT's organizational policies. An example of this is the development of the Survivors' Council Policies and Procedures Manual. The Manual is the organization's standard operating procedure for PACT's future work with the Survivors' Council. The Survivors' Council participated in a roundtable discussion where we discussed several topics related to trauma-informed practices, consultation requests, equitable payment for work done, the mission and vision of the Council and the organization's, and the process for inviting prospective members to the Council.

[Watch their inspiring and powerful video:](#)



When planning their trip to Washington, D.C., members of the Survivors' Council expressed nervousness about meeting with members of Congress and Senators. To provide them with the tools for effective advocacy, PACT held two workshops on the policy process, civics and governmental affairs. Survivor's Council members felt confident to discuss policy on matters related to their lived experience, resulting in very successful meetings with elected officials. They felt they had the public speaking skills and confidence to discuss policy issues related to their experience.

"Nothing about us without us"

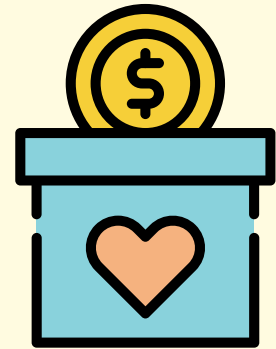
Members of the Survivors' Council on their way to meet with their representatives at the US Capitol, December 2022



# Inside PACT

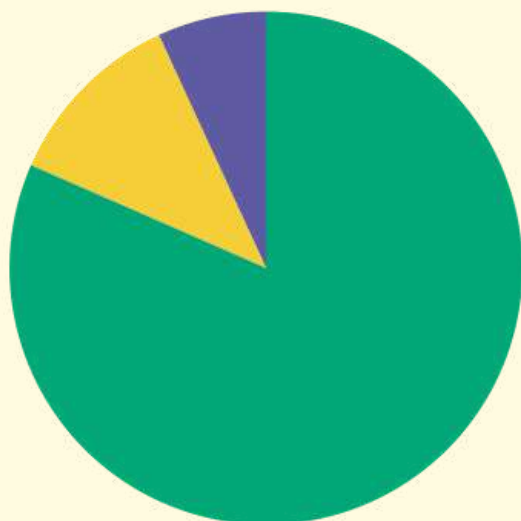
During June and July of 2022, PACT partnered with the non-profit Darkness to Light (D2L) to review PACT's child protection policies. Over the course of the two month partnership, members of the PACT staff met with D2L's Senior Director of Social Behavior Change, to examine PACT's current policies and procedures related to child protection. The collaboration confirmed PACT's commitment to protecting children and creating an environment free of sexual exploitation, while also identifying internal policies that could be strengthened to more clearly align with our child protection goals. The resulting policies address the specific needs of our organization, such as guidelines about communication with youth on social media and a detailed child protection policy to share with our partners and collaborators. These new policies have been incorporated in the updated Employee Handbook.

# FINANCIAL Statement



In 2022, PACT generated a total revenue of **\$2.4 million**, reflecting the strong support and contributions from our donors, grants, program income, and other sources. This substantial revenue stream underscores our commitment to eliminating child sexual exploitation and trafficking, enabling us to fund essential programs and initiatives that protect and advocate for vulnerable children in the United States and worldwide.

## Allocation of expenses:



- Fundraising Activities: 6.9%
- Management & General: 11.6%
- Program Services: 81.6%

[Click here to read our full financial report.](#)

# PACT Team

As of December 31st, 2022 the PACT team is composed of:

Alexander Delgado, Interim Director of Public Policy

Cécile Kirwan, Director of Communications

Cherise Charleswell, Director of Development

Dr. Christian Toala, Director of Educational Initiatives

Connor Stone, Development Associate

Deirdre Argast, Administrative Assistant

Jamilya Ramos-Chapman, Director of IT

Judith Gomez, CSAM Prevention Program Manager

Katisha Andrew, Deputy Director, Human Trafficking Awareness & Public Safety Initiative

Laura Quigley, Operations Manager

Lori Cohen, Chief Executive Officer

Lucy Brown, HTYPE Grand Manager / Education Associate

Rachel Kallman, Youth Advocate and Avodah Corps Member

Samantha Martinez, Private Sector Engagement Associate

Valentina Amate Perez, Education Associate

Yvonne Chen, Director of Private Sector Engagement

As of December 31st, 2022 the Board and the Emeritus Council are composed of:

## The **BOARD**

Rev. Adrian Dannhauser  
Carol Alexis Chen  
Christina Massalay  
Elisabeth Shuman  
Faiza Mathon-Mathieu  
Hon. Fernando Camacho  
Indrajit Bardhan  
James Heyworth

Jason Matthews  
Karen Weiss  
Katrina Massey  
Natalie Volin Lehr  
Paul Pellizzari  
Robyn Conlon  
Dr. Santhosh Paulus  
Sharon Appelman

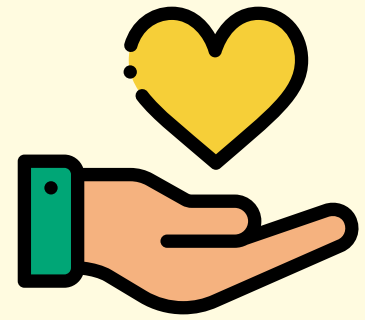
## The **EMERITUS COUNCIL**

Carol Smolenski  
Deborah Morea  
Jackie Shapiro

Johna Johnson  
Sydney Rose  
Zoraida Rodriguez Montenegro



# Our FUNDING PARTNERS



## **FOUNDATIONS:**

American Hotel & Lodging Association Foundation  
Associated Luxury Hotels International Foundation  
Barbara Rubin Foundation  
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Carlson Family Foundation  
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Digital Lift  
Dresser Foundation  
Franklin Philanthropic Foundation  
Geeta and Kamesh Aiyer Family Fund  
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Harvey Family Charitable Foundation  
Jewish Communal Fund  
Kirkland & Ellis Foundation  
Kurt and Julie Hauser Foundation  
Oak Foundation  
RMH Foundation  
Scott and Michelle Davis Family Foundation  
Shimkin Foundation  
Sisters of Charity of the Blessed Virgin Mary  
Susan Puder & Peter Verrengia Family Foundation

## **CORPORATE:**

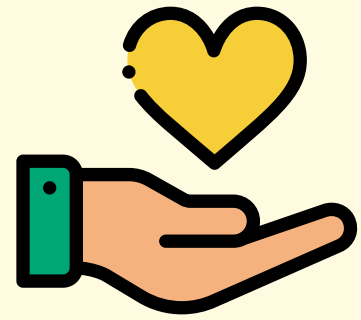
Associated Luxury Hotels International  
Carlson  
Hyatt Hotels Corporation

## **GOVERNMENT:**

U.S. Department of Health & Human Services  
U.S. Department of Transportation, Federal  
Transit Administration

**PACT would like to extend our appreciation to our funding partners  
who prefer to remain anonymous.**

# Our MAJOR DONORS



Amanda Weiss  
Andrew & Bonnie Stern  
Ann Park & Scott Yun  
Carol Smolenski  
Carole Hochhauser  
Casper Kroop  
Craig & Kristin Donato  
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**PACT would like to extend our appreciation to our donors  
who prefer to remain anonymous.**



# PACT

by ECPAT-USA

Support our work:

Donate

Learn the signs of trafficking

Join The CODE

Subscribe to our newsletter

