



Online forum on Diversity and Inclusion in the Anti-Trafficking Sector
in partnership and co-hosted by BASNET and HTF

23 July 2020

Key actions and commitments summary

Baroness Lola Young OBE

- As a sector, we must resolve to take action and consider some of the discourses we use on slavery, including the term 'slavery' itself and the historical antecedents of this
- To truly work together, the sector must invite smaller, grassroots organisations into its activities and provide these organisations with the same platforms as the larger ones

Dame Sara Thornton, DBE QPM, Independent Anti-Slavery Commissioner

- Commitment to continue to listen and use learnings to encourage good practice within the sector
- We need to work to identify structural issues as well as looking at unconscious bias
- Building survivor leaders and growing capacity of survivors is essential

Deborah Lashley-Bobb, Solicitor, Migrant Legal Action

- Recognition of human trafficking as a human rights issue
- De-linking of trafficking from criminality and immigration
- Delays in and quality of competent authority decision-making
- Review of Legal Aid Agency, Legal Help funding not being available pre-NRM referral - LASPO 2012, Schedule 1, para. 32
- Greater provision of specialist immigration practitioners particularly in dispersal areas

Police and Crime Commissioner Mark Burns-Williamson OBE, Chair of the National Anti-Trafficking and Modern Slavery Network

- Will continue to advocate for neighbourhood policing to develop better local links to improve engagement with communities
- The nation is in a period of mass police recruitment. This presents an opportunity to make a big change in the representation within the police that should not be missed
- The Modern Slavery Act 2015 needs to be updated to reflect issues being discussed today
(note from HTF: Presumption here that he is referring to problems with the term 'slavery' and the narrative of exploitation in the Act?)

Md Abdir, Refugee Week Leader 2020 and Survivor Leader

- Need to address inequalities in the rights and entitlements of survivors post-NRM. I.e. as an asylum-seeking survivor, Md's income reduced from £65 per week to approx. £38 per week, restricting his freedom and withdrawing funds which enabled him to see his son. This disproportionately affects asylum-seeking victims of trafficking who have no right to work and receive very little income, placing him at increased risk of re-exploitation

Jamila Duncan-Bosu, Founding member of Anti-Trafficking Labour Exploitation Unit (ATLEU)

What organisations should consider:

- Who is on your trustee board?
- Does the language you are using in recruitment send the right message?
- If you don't have diversity within your organisation, are you engaging with community groups to ensure their voices and views are represented in your activities, policies and values?
- Volunteers present an opportunity to add some diversity within your organisation
- It is not just about having non-white faces, but is about what you are looking at.
- [Section 149 of the Equality Act](#) sets out a good framework and starting point for discussions

The onus should be on every charitable organisation to meet requirements of the legislation

Juliette – chair of London Survivor's Group

- There is a need to treat everybody with kindness and respect
- People shouldn't feel they have to change their names in order to please others. They should be empowered to feel pride in who they are and what is theirs
- Every single anti-trafficking organisation needs to ask their staff the question if they are really helping the people they need to help

Minh Dang – Survivor Alliance

- Survivors need to be in positions of power, not just sharing lived experience, as professionals in this field.
- Read the book 'Dare to Lead'
- Read about colour blindness and challenge issues of colour blindness
- See Survivor Alliance's guidance for being a non-racist organisation. Can be an accountability buddy. Make public the things you are doing
- Need to focus on recruitment and retention

Magdalene Adenaike FRSA, CEO of Music Relief Foundation

- Need working groups looking at how county lines connects to human trafficking, and include smaller organisations, who are working with the families and know what they're going through.

Dr Matthew Sowemimo, Head of Public Affairs, The Salvation Army

- Need to take into account in the literature about NRM/exploitation

- We need data that breaks CG decisions by country of origin, so that we can reflect on differences on decisions made and countries of origin.
- How do we measure equality and diversity throughout the sector and Victim Care Sector? Need clear D&I measures in pathways. Survivors need to have a role in this.

Debbie added: There are issues around victim care and how to standardise practices around D&I. Need to review Survivor Care Standards so that there is clear guidance on diversity and inclusion.

Christy Braham, University of Sheffield

- Need to address how racism has been overlooked by the sector generally. Academia is very un-diverse. Issue of people researching an area but do not pay attention to why people are exploited and the role of race in this. Also, who is doing the research?
- Also need to ask if the right questions are being asked? Trying to see ways in which they can involve and centre voices of those involved in anti-trafficking sector. Participatory research – exploring how race and racism occurs in the sector. Want to start a consultation group. Please do contact if you would like to take part.

Neena Samota, St Mary's University

- Need to address the issues of over-representation and under-representation in the discussions within academia

Professor Insa Koch, LSE – recommendations for policy change

- Transforming punitive cultures at the frontline through grassroots training and action
- Ensuring better institutional cooperation and clarity at the judicial level
- Making better resources and support available