

CWT Meetings & Events

We can prevent
human trafficking:

A guide & resources
for meeting planners



CWT Meetings & Events is proud of our commitment to prevent Human Trafficking through various responsible business initiatives and our partnership with ECPAT. Carlson Companies was one of the first in our industry to sign the ECPAT Tourism Child Protection Code of Conduct (“The Code”) to educate and prevent human trafficking within the hospitality industry.

When SuperBowl XII was hosted in Minneapolis where we are headquartered, CWT team members captained the Anti-Sex Trafficking Committee and create a best-in-class Anti Human-Trafficking Preparedness & Response Plan to be shared and used by other cities hosting large-scale events. As a large and active audience, Meeting Planners and those in the hospitality industry have tremendous power to drive conversation and change around this human rights violation.

CWT Meetings & Events is pleased to share with others in our industry the key findings of this plan and encourage continued awareness and education around this very important issue.



1. Eyes open – what to look for

Knowing what to look for plays an important part of reducing human trafficking. Here are signs that someone may be in distress:

- Signs of violence – unexplained bruises, black eyes, cuts or marks
- Behaviors including fear, anxiety, depression, hypervigilance, nervousness
- Easily startled, agitated or afraid
- Unsure of where they are
- Not in control of their possessions, documents or money
- Accompanied by an older “boyfriend” or companion
- Dressed to look older or dressed inappropriately for the weather conditions
- Name or symbol tattooed/branded on neck, chest or arms

2. Pre-event planning

Before you even get to your event, there are proactive things you can do to ensure your meeting and your event partners are aware and diligent about the issue of human trafficking.

With your partners

- Be proactive and ask partners, venues and vendors about their Human Trafficking Policy + Procedures
- RFP materials – require that vendors include their policies in RFP responses, and be purposeful about working with partners who are actively addressing the issue
- Work with vendors who have signed the ECPAT Code of Conduct or alternate anti-human trafficking credentials
- ECPAT Code of Conduct can be found here: thecode.org

With your teams

- Include Human Trafficking awareness in your training and preparation for your on-site event teams (more info below)
- Give your event team pocket cards or quick reference tools that they can refer to quickly and easily in an emergency
- Address the issue with all your meeting attendees (not just staff). Provide guidance and tools for them to be vigilant about human trafficking. These are more eyes and ears that can help identify and mitigate situations during an event
- Raise awareness of the issue on World Day Against Human Trafficking held each year in July. This year is July 30, 2019

3. On- site preparation

Have an on-site plan and share it with your teams, vendors and partners so they feel prepared to address any situation.

Venues

- Work with your venue to understand their policies and procedures for addressing these situations. This may be part of the venue's Crisis Communications Plan
- Do they have a designated person to contact during the event, or a hotline you can call/text?
- Do they have training for this issue that your team should know about or participate in?

Local city

- Understand local city resources - if they have a hotline, safe shelter locations or materials you should include in your events plan or share with your teams
- When in doubt, call 911

Safety

- Advise your teams not to get involved directly or approach a victim – it could put them or the victim in danger; always seek help
- Advise your team what to do if a victim approaches them
 - Stay calm
 - Reassure them you are getting help
 - Take them to a safe + private location and to someone who can further assist
 - Take note of surroundings if you can – where they came from, strangers in the area, other details that could be important for a police report
 - Be available and cooperate for a police report



4. Resources for reference

To find more information on this topic to educate yourself and prepare your teams, visit the websites listed below.

Resources From SuperBowl XII

itsapenalty.org
wfmn.org

ECPAT Materials

ecpatusa.org
thecode.org

ECPAT E-Learning Module

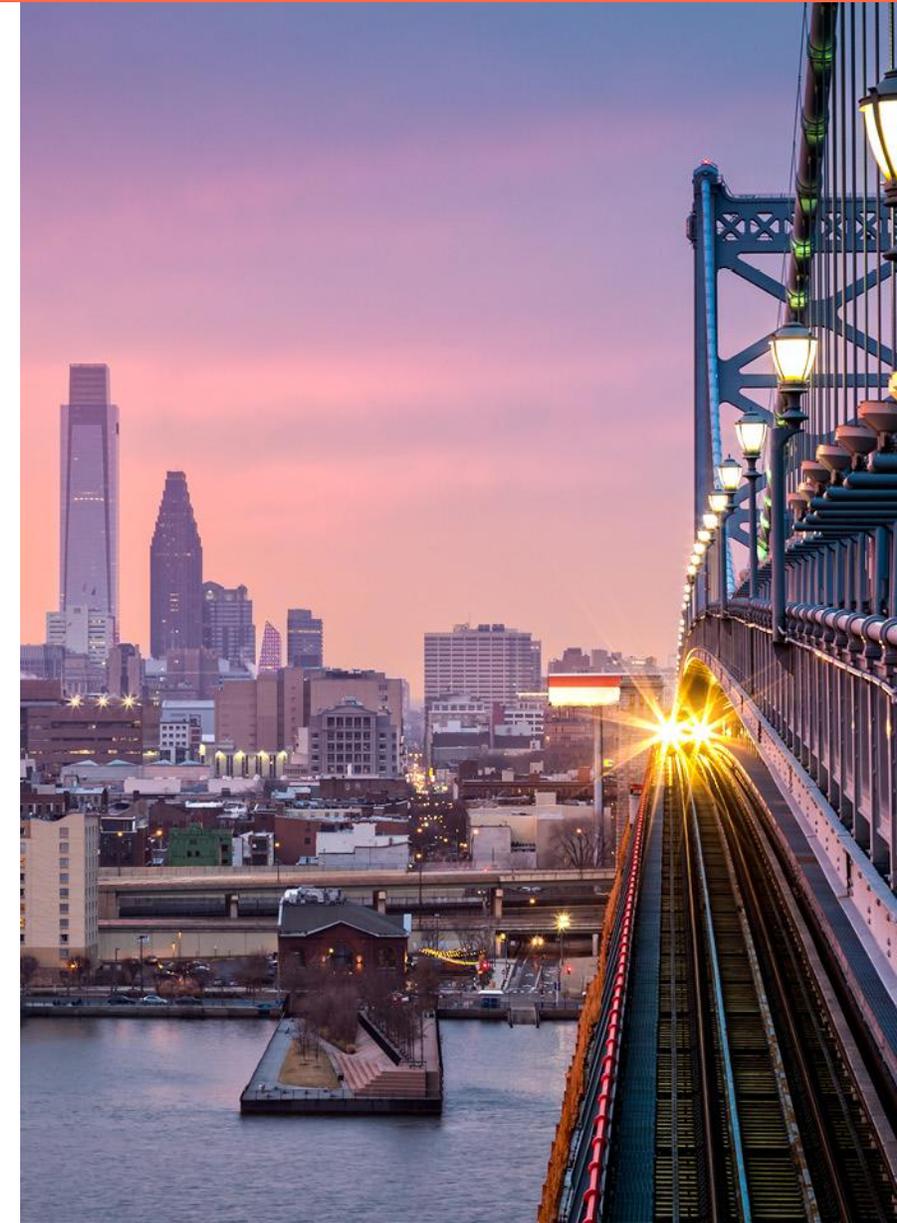
With support from the Carlson Family Foundation, and guidance and expertise from CWT employees, ECPAT-USA has developed this specialized training on how to identify and stop human trafficking for travel management professionals, corporate travel managers, and those in the meeting and events industry.

ecpatusa.org/travel-elearning

Other References

[TED Talk by Nikki Clifton from UPS
Three Ways Businesses Can Fight Human
Trafficking](#)

[North Star Media Article
How The Meetings Industry Is Confronting Human
Trafficking](#)
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About CWT Meetings & Events

CWT Meetings & Events delivers 38,500 innovative, high-quality projects for customers every year – across all industry sectors, globally.

Our creative know-how helps us deliver awe-inspiring events, and our logistics expertise guarantees professional meeting services, group travel, and compliance. We manage your strategic meetings management programs with one aim in mind – to maximize your return on investment.

CWT Meetings & Events is CWT's meeting & events division.

For more information:

There's more information about CWT Meetings & Events at cwt-meetings-events.com

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