Promoting Human Trafficking Education in the Healthcare Setting: One Hospital’s Journey

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Purpose: In early 2014, Super Bowl XLVIII was played at MetLife Stadium in New Jersey. Many high-profile officials, including the Attorney General, Jeffrey Chiesa, used the spotlight of the 48th Super Bowl to shine attention on human trafficking, from PSA’s to billboards to press conferences. Then and now, NJ is reported to have the 6th highest call volume as tracked by the National Human Trafficking Hotline. It was this setting that prompted the formation of the Robert Wood Johnson University Hospital Human Trafficking Committee (RWJHTC) which was established with members from various departments within the institution, along with county law enforcement and non-profit organizations in the community. This was an opportunity to raise awareness among hospital and community members while improving our ability to identify and provide resources for victims (i.e. our patients). In October 2014, in partnership with Prevent Child Abuse NJ (PCANJ), NJ Coalition Against Human Trafficking (NJCAHT) and the NJ Chapter of the American Academy of Pediatrics (NJAAP), we hosted the first in a series of four forums entitled, HUMAN TRAFFICKING: “Let’s Make This the End of the Road”. These events drew a statewide audience and provided a venue for national keynote speakers, networking, awareness - raising, and the formation of state-wide sub-committees addressing advocacy, education, prevention, and enforcement. In November 2016 the RWJHTC was officially adopted as the NJCAHT Healthcare Subcommittee. We provide human trafficking education and trauma-informed training for the NJ healthcare community in order to increase awareness of the prevalence of human trafficking locally, statewide, and nationally. To this end, we collaborate with NJ hospital systems to create and implement a standardized HT training annually within the organizational structure. In order to establish the significance of the issue specifically for Robert Wood Johnson, an educational needs assessment was conducted of our employees in April 2017, revealing surprising knowledge deficits surrounding human trafficking. Of the 8,000 employees at RWJUH, over 3200 responded to the survey. Sixty-seven percent admitted they had little or no knowledge about human trafficking while 25% falsely believed that victims are only immigrants from other countries. In general, the data suggests that hospital employee knowledge of human trafficking is limited, which provided the basis for the employee education plan set to roll out in early 2018. A post knowledge survey will be conducted in Q2 2018 to assess knowledge acquisition and a face-to-face trauma-informed care training will be implemented for clinical staff with direct patient care responsibilities by the end of 2018.

Resources: • The Injury Prevention Coordinator was identified as the project “Champion”. • Volunteers were recruited from a variety of hospital departments and community organizations. • Committee members generated the strategic plan to raise awareness, educate and train; including coordination of a series of public forums, film screenings, and Trauma-Informed Care training for Healthcare Providers. • Rutgers University Public Health interns, working with our Injury Prevention program, created the knowledge assessment tool used to evaluate the educational needs of the employees at our hospital and analyzed the results. • Members of the Healthcare Committee created the PowerPoint learning module for dissemination to all employees in our hospital system. This required the support of our Center for Professional Development, Innovation and Research and Senior Leadership. • Funding support has been provided by the Church & Dwight Foundation for the past three years ($33,000 total), along with in-kind goods and services from Prevent Child Abuse NJ and the NJ Chapter of the American Academy of Pediatrics.

Description: The RWJ Human Trafficking Strategic Plan, formulated in Q2 2014, is as follows in chronological order: 1. 10/22/2014 First in a series of community forums: “Let’s Make this the End of the Road” held at RWJ-New Brunswick for hospital staff and community members, in partnership with Prevent Child Abuse-NJ (PCANJ) and the NJ Chapter of American Academy of Pediatrics (NJAAP). 2. 4/1/2015 “Let’s Make this the End of the Road II” held at RWJ-New Brunswick for hospital staff and community members, in partnership with PCANJ and NJAAP. Formation of HT Action Groups to support statewide advocacy, prevention, resources, enforcement and training/education. 3. 1/27/16 “Let’s Make this the End of the Road III” held at the Middlesex County Fire Academy in partnership with PCANJ, NJAAP, and NJ Coalition Against Human Trafficking (NJCAHT). Keynote: Anthony N. Talbott, Co-Founder/ Chair Abolition Ohio. Workshop tracks specific to Community Advocacy, Education, Healthcare, Social Services, and Law Enforcement, to provide opportunities to strengthen HT Action Groups. 4. 11/3/16 SOLD, The Movie Screening at AMC Theaters, New Brunswick, to raise community awareness of the global issue. 5. 1/11/17 Nat’il Human Trafficking Day Awareness 2017 Kickoff - The 1st NJCAHT Healthcare Committee hosted event Introduced the theme, Trauma Informed Care and Human Trafficking. Held at RWJ-NB in partnership with PCANJ and NJAAP. 6. March - May Development, dissemination, and analysis of RWJ Educational Needs Assessment to all RWJ employees via HealthStream e-learning system. 7. 5/5/17 NJCAHT Trauma Informed Care and Human Trafficking Seminar: A Learning Experience for Healthcare Providers -held at the MCFA in partnership with PCANJ and NJAAP. Trainer Hanny Stoklosa, MD, MPH, Co-founder & Executive Director, HEAL Trafficking. Survivor Panel: Our Experiences with the Healthcare System 8. June – Nov Healthcare Committee members develop “ HT 101” educational module and post-intervention knowledge assessment 9. Dec 2017 Educational module and assessment approval process 10. Q1 2018 Roll out to all RWJ New Brunswick and Somerset employees 11. Q1-2 2018 Spring HT Public Health Student Internship - Cohort of
students to canvas all counties in NJ to create a “living” statewide database of services available for HT victims/survivors. Preceptor: NJCAHT Healthcare Committee members. 12. Q1-Q2 2018 Procure+ grant-funding to initiate a pilot program in Q4 2018 consisting of: • Live education and training for Emergency Department (ED) staff focused on a trauma informed care approach for treatment of the HT victim and • Implementation of an evidence-based screening tool to assess for pediatric sexual exploitation in the Pediatric Emergency Department at RWJ New Brunswick. 13. Q3 2018 Targeted education (HT201) for all clinical staff to be developed and delivered annually as an online learning module with post intervention knowledge assessment within 90 days. 14. Q4 2018 Initiate ED pilot program Ultimately, the goal of this project is to provide HT education throughout the RWJBarnabas Health System

Effectiveness: This project, currently in progress, has seen many successes. • We have been able to reach a statewide audience of healthcare and social service professionals, law enforcement, and community advocates. • We have created statewide Action Groups with specific focuses for all sectors of the community. • The hospital Human Trafficking Committee evolved into a statewide Healthcare Committee. • State and national experts have contributed to the success of our programs. • Human Trafficking Survivors have participated in each of our conferences. allowing their voices to be heard. • A 10-question Educational Needs Assessment was conducted of RWJ employees in Spring 2017, with a 40% response rate. • A basic learning module was created for all healthcare employees with specific references to recognizing and referring that follow hospital policies, including HIPPA, and mandated reporting to Division of Children and Families.

Lessons Learned: Throughout this process, the one overarching theme has been collaboration and partnership. Developing trust, and providing clear, concise and timely communication to our partners was vital to our success. Without the support of our community partners and the teamwork demonstrated by our committee members, we would not have been able to achieve all that we have. On the flip side, working through the “political climate” of any organization can be difficult, especially a large hospital system that is experiencing its own “growing pains”. Finding champions within the ranks was difficult at first, but, once identified, they were strong supporters of our efforts.

Conclusions: A 10-question Educational Needs Assessment was conducted of RWJ employees in Spring 2017. Of the 8,000 employees at RWJUH, 3212 responded to the survey. 2148 (67%) admitted little or no knowledge about human trafficking and 327 (10%) believed they may have encountered a victim of human trafficking. 729 (22%) employees stated that it is not important for them to know about human trafficking in their role at the hospital. Almost half of the participants (48%) incorrectly stated that human trafficking must involve movement of victims across borders. Additionally, 799 (25%) falsely believed that victims are only immigrants from other countries. Data suggests that hospital employee knowledge of human trafficking is limited, which provided the basis for the employee education plan set to roll out in Q1 2018. A post assessment will be conducted to measure knowledge acquisition and retention approximately eight weeks after the educational module is rolled out.

Benefits to Others: “Child sexual exploitation is the most hidden form of child abuse in the U.S. and North America today, [and] is the nation’s least recognized epidemic.” (PCANJ2017) It is estimated 20.9 million people are involved in human trafficking. (International Labor Organization, 2016) Worse still, trafficked persons often go unnoticed. A 2014 study published in the Annals of Health Law found that nearly 88% of sex trafficking survivors reported some kind of contact with health care while being exploited. A 2017 survey report from the Coalition to Abolish Slavery & Trafficking (CAST) found that over half of labor and sex trafficking survivors surveyed had accessed health care at least once while being trafficked. Nearly 97% indicated they had never been provided with information or resources about human trafficking while visiting the health care provider. These studies underscore the reality that medical care providers are too often unprepared to identify and appropriately respond to trafficked persons. This project was undertaken to ensure that trafficked persons are identified in the health care setting and are assisted with victim-centered, trauma-informed care and services. All healthcare facilities strive to deliver compassionate, high-quality, affordable health services; serve and advocate for their at-risk populations; and partner with others in the community to improve the quality of life. Based upon the statistics above, recognizing, treating and referring victims of human trafficking aligns with the core values of every healthcare facility. Implementation by Others: Once a Hospital Champion is identified and a committee formed, this project can be used as a strategic framework for other trauma centers across the United States. However, it is important to identify those local characteristics that will make it unique to a particular facility. • Determine the educational needs of the healthcare community. • Understand the local climate including local and state statistics, prevalence, and law enforcement efforts. • Know who the providers are, what services are available for victims/survivors, and how to make referrals to these organizations. • Locate and create partnerships with local/state experts (e.g. NJCAHT and NJAAP) to train staff in the Trauma Informed Care model so that they can not only recognize the potential victim in their care but also have confidence in their knowledge and the process to refer (help) this patient. • Reach out to the many Trauma Systems across the United States that have already implemented these kinds of programs, to “pick their brains” about how to accomplish this in a practical, efficient and timely manner.