



Governor's Council to Address

Sexual Assault, Domestic Violence, and Human Trafficking

*Five-Year Statewide Plan to
Address Sex Trafficking*

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Submitted pursuant to [Executive Order No. 611](#)

Presented to: Governor Maura T. Healey

Presented by: Governor's Council to Address Sexual Assault, Domestic Violence, and Human Trafficking

Council Chair: Lieutenant Governor Kim Driscoll

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Foreword

On behalf of the members of the Governor's Council to Address Sexual Assault, Domestic Violence, and Human Trafficking, I am pleased to present our Five-Year Plan to Address Sex Trafficking, summarizing the work and recommendations of the Council's Human Trafficking Subcommittee (Sex Trafficking Branch). This report outlines our recommendations to prevent and address sex trafficking in Massachusetts.

Within these pages, you will find recommendations created with input from survivors and advocates throughout the state. It provides specific, actionable steps that can meaningfully reduce sex trafficking and strengthen support for survivors.

As you review these recommendations, please remember that you also have an opportunity to create change in your community. We invite you to reflect on how you can take action.

Let this report be more than just a document—let it be your call to action.

Sincerely,

A handwritten signature in black ink, reading "Kim Driscoll". The signature is fluid and cursive, with the first name "Kim" and last name "Driscoll" clearly legible.

Lieutenant Governor Kim Driscoll

Chair, Governor's Council to Address Sexual Assault, Domestic Violence, and Human Trafficking

Acknowledgements

This report represents the collective effort of many dedicated individuals and organizations across Massachusetts. We are deeply grateful to the members of our Human Trafficking Subcommittee (Sex Trafficking Branch), who contributed countless hours to research, analysis, and strategic planning to develop this plan. Their expertise and commitment to survivor and data-informed solutions have been invaluable to this work.

We especially thank our co-chairs, **Secretary Gina Kwon, Glenn Daly**, and **Lisa Goldblatt Grace, Alicia Rebello-Pradas** (honorary co-chair), **Lisbeth Pimentel** (honorary co-chair), and the ForHealth Consulting team at UMass Chan Medical School, **Michael Kane, Susan Goldfarb**, and **Cassidy diRamio**, who led the development of this plan with fearlessness and care for those most directly impacted.

Finally, we are grateful to the Office of the Governor for the ongoing support of the Council and to the dedicated staff members who coordinated the complex logistics of this plan.

Thank you.

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Executive Summary

Children, youth, and adults who are victims of sex trafficking are often unheard, unseen, and undetected. Over the past two decades, Massachusetts has made significant progress in responding to this egregious form of violence. Created through the collaborative efforts of the Sex Trafficking Branch of the Human Trafficking Subcommittee (HTS) of the Governor's Council to Address Sexual Assault, Domestic Violence, and Human Trafficking (GCSADVHT), this Five-Year Statewide Plan to Address Sex Trafficking (the Plan) sets forth a vision and a roadmap for our state, where exploitation is prevented, survivors receive the support they need, systemic drivers of trafficking are addressed, and those who sexually exploit children and adults are brought to justice.

The Plan is the result of a robust planning process that engaged diverse perspectives through surveys, interviews, and focus groups composed of people with lived experience and professionals working in the field. The Plan is organized into six Recommendation areas: **Leadership, Empowerment, Justice, Collaboration, Prevention, and Measurement**. Each Recommendation contains clearly defined Outcomes. Each Outcome is driven by Action Steps to advance a framework for healing, recovery, and accountability.

HTS envisions a five-year, sequential implementation of the Plan.

The Recommendations and Outcomes included in the Plan are as follows:

Recommendation 1: Leadership

Increase statewide capacity and expertise to address sex trafficking

Outcome 1. Clearly identified leadership positions to ensure effective implementation of the five-year strategic plan

Outcome 2. Aligned policies and responses within state, federal, county, municipal, and community-based organizations to support evidence-supported and best practices

Recommendation 2: Empowerment

Expand support services for survivors

Outcome 1. More survivors are provided with effective and accessible support and services that meet their diverse and individual needs

Outcome 2. Improved access to shelter and housing

Outcome 3. Increased engagement of and services for boys, men, transgender, and gender diverse populations

Outcome 4. Better quality and consistency of trauma-informed responses and services

Outcome 5. Increased knowledge and engagement of parents and caregivers

Recommendation 3: Justice

Achieve justice for survivors of sex trafficking

Outcome 1. Increased engagement with and support for survivors throughout the investigation and prosecution process

Outcome 2. An increased number of investigations and successful prosecutions of traffickers and exploiters

Outcome 3. Reduced demand for buying sex

Recommendation 4: Collaboration

Build sustainable structures and enhance coordination of anti-sex trafficking efforts

Outcome 1. Increased knowledge of and collaboration among anti-sex trafficking prevention, intervention, and accountability efforts statewide

Outcome 2. Enhanced regional coordination and equitable access to services, supports, and accountability across MA

Outcome 3. Streamline, statewide response to sex and labor trafficking

Outcome 4. Strong local, regional, and statewide multidisciplinary efforts to prevent and address commercial sexual exploitation of children

Outcome 5. Increased collaboration between relevant statewide initiatives and sex trafficking stakeholders to better identify and support those impacted by sex trafficking

Outcome 6. Increased capacity of professionals across sectors to identify and respond to individuals at risk of or experiencing sex trafficking through improved training efforts

Recommendation 5: Prevention

Prioritize impactful multi-level prevention efforts

Outcome 1. Creation and implementation of a comprehensive strategy that draws on public health best practices to develop primary and secondary prevention plans

Outcome 2. Decreased risk of online exploitation

Outcome 3. Increased community understanding of sex trafficking, response efforts, and resources

Recommendation 6: Measurement

Develop outcome measurement systems and data sharing opportunities

Outcome 1. Alignment of statewide definitions of sex trafficking and commercial sexual exploitation

Outcome 2. Collection of aggregate service, support, and exploiter accountability data for sex trafficking

Outcome 3. Statewide dashboard to report and track data

Outcome 4. Effective and evidence-supported sex trafficking efforts and responses

Massachusetts is at a critical inflection point to make an impact on this severe form of violence. Working together, we can make a difference in the lives of so many who are impacted by exploitation, advancing efforts to end sex trafficking in Massachusetts, and creating a roadmap for a new national standard. We invite you to read the Plan with a commitment to bold action and the shared goal of systemic change.

I – The Plan

Introduction

Sex trafficking and commercial sexual exploitation are crimes that violate basic human rights and inflict lasting harms to children, youth, and adults throughout Massachusetts. Created through the collaborative efforts of the Human Trafficking Subcommittee (HTS) of the Governor’s Council to Address Sexual Assault, Domestic Violence, and Human Trafficking (GCSADVHT), the Five-Year Statewide Plan to Address Sex Trafficking (the Plan) sets forth a vision and a roadmap for our state, where exploitation is prevented, survivors receive the support they need, systemic drivers of trafficking are addressed, and those who sexually exploit children and adults are brought to justice.

Sex trafficking occurs in every county of the state. Victims may be any age, race, ethnicity, sexual orientation, or gender. This crime poses complex challenges to government, civil, and private sector systems that aim to prevent, intervene, and respond. Prevalence is difficult to determine due to the hidden nature of the issue, inconsistent data collection, and underreporting. The Massachusetts Children’s Alliance (MACA) reports that 12 Children’s Advocacy Centers across the state served over 1,200 child victims of exploitation in 2024, 230 of whom were age 12 or younger. In 2024, the Massachusetts Office of Victim Assistance

Sex Trafficking:

Refers to a range of exploitative criminal activities in which someone receives something of value in exchange for sexual activities. Many legal definitions require a component of force, fraud, or coercion to compel victims to engage in commercial sex. However, Massachusetts law does not include force, fraud, or coercion in its definition for adults **or** juveniles.

Commercial Sexual Exploitation (CSE):

A frequently used non-legal term that describes the exchange of sex for money or something of value. Please see the [Definitions](#) for a more detailed explanation.

Prostitution:

Refers to a sexual act in exchange for money or anything of value. Prostitution is one example of activities that are collectively referred to as the “sex trade.”

Other sex trafficking typologies include *illicit massage, escort services, outdoor solicitation, strip clubs, child sexual abuse material (CSAM), and image-based sexual assault (IBSA)*.

Recruitment occurs both online and in person—in residences, on the street, in hotels, at schools, and in commercial settings.

Note: For the purposes of this plan, we will be using “sex trafficking” as a blanket term to describe both what some refer to as sex trafficking and others may refer to as commercial sexual exploitation.

(MOVA) reported that 1,082 victims of sex trafficking were served by Victim of Crime Act (VOCA) funded programs. Data such as these are widely acknowledged to be underrepresenting the prevalence of victimization in the state.

For more than 20 years, Massachusetts has been a leader in recognizing sex trafficking and in developing innovative policies and programs. Among our state's many strengths, we are nationally recognized for our survivor-led initiatives, as well as groundbreaking interagency collaborations that prevent and address sex trafficking of youth. Additionally, authorities in Massachusetts have taken steps to ensure that victims of sex trafficking are less frequently identified as "offenders" and subjected to criminal penalties for actions resulting from their exploitation. While significant progress has been made, legal barriers and gaps in services and resources remain, impeding survivors' recovery and access to equitable justice.

With the development of the Plan, Massachusetts is at a critical inflection point to build upon the great work already underway by many diverse and dedicated partners and make a profound impact on this egregious form of violence.

The Human Trafficking Subcommittee (Sex Trafficking Branch) and Development of the Plan

The HTS is a collaboration of over 50 survivors, service providers, advocates, law enforcement organizations, and state agencies working together to create a roadmap for change. In 2024, the HTS launched a statewide strategic planning effort aimed at comprehensively improving Massachusetts' response to human trafficking.¹

Informed by a broad cross-section of approximately 200 stakeholders, **the Plan is centered on survivor leadership and organized around six Recommendation areas, 23 Outcomes, and 94 Action Steps.** The goals of the Plan align with the goals of the GCSADVHT and are specifically designed to prevent sex trafficking, support individuals who are impacted by sex trafficking, and hold traffickers and exploiters accountable. The Plan addresses sex trafficking of children, youth, and adults, and proposes concrete action steps to improve outcomes for disproportionately impacted

¹ Human trafficking encompasses both sex and labor trafficking and significant overlap exists between these forms of victimization. To maximize the impact of planning efforts and to ensure the correct stakeholders are involved, the HTS recommended that a new subcommittee of the Governor's Council be formed to specifically address labor trafficking. The Human Trafficking Subcommittee is now comprised of two branches, the Sex Trafficking Branch and the Labor Trafficking Branch. The HTS (Sex Trafficking Branch) has developed this strategic plan which focuses on sex trafficking and incorporates strategies that can address labor trafficking where feasible.

and marginalized populations, including people who are LGBTQ+, immigrants and refugees, unstably housed and homeless, and the justice-involved. Strategies in the Plan address both those who have been trafficked and at-risk populations.

The Plan is strengthened by its inclusiveness and by a design which expands upon existing resources, increases impact through enhanced collaboration, and identifies new approaches to address unmet needs. Collectively, the Plan and its recommendations will create a coordinated, survivor-centered, statewide network of services and resources that ensures access to help for individuals of all ages and genders impacted by sex trafficking in every community.

The HTS acknowledges that the Plan is being developed during a time when support for survivors is impacted by funding cuts and uncertainty at the federal level. Additionally, we recognize that immigrants and refugees are at greater risk of trafficking. Their vulnerability is partly due to their ineligibility for social support programs, and a fear that seeking help could have immigration consequences. While the current uncertainties and changes may present challenges in implementing certain aspects of the Plan, these circumstances underscore the urgent need to prioritize services and strengthen the response in Massachusetts.

Impact

When successfully implemented, the Plan will create significant and meaningful change in how Massachusetts prevents and addresses sex trafficking. Grounded in input from and the leadership of survivors, the Plan will create alignment and foster accountability across public and private sectors. Its impact will also be seen as:

Survivor:

Refers to someone with lived experience of sex trafficking, who is going through or has gone through a recovery process. We use this term in the Plan in the context of writing about the supports needed to help someone in their recovery journey.

Victim:

Refers to someone who has recently experienced sex trafficking or when discussing the crime or criminal justice system.

Note: For the purposes of this plan, we will predominantly be using “survivors” when referring to those who may be considered survivors or victims, or who may refer to themselves as one or the other.

We recognize that language and terminology change over time and that strong personal preferences exist. After careful consideration, we have chosen language that we believe can be clearly understood by a broad audience.

- Improved screening practices that will promote the identification of sex trafficking victims across sectors.
- Survivors of sex trafficking will:
 - receive services through improved coordination of support across state, local, federal, and community-based organizations
 - have increased access to no-barrier and low-barrier services to facilitate their first step in recovery
 - have equal access to receive support regardless of the community in which they live, their immigration status, their race or ethnicity, their sexual orientation, or their gender identity
- Services and programming for boys, men, and diverse gender identities will be strengthened.
- Massachusetts will increase investigations and successful prosecutions of traffickers and exploiters.
- Cross-sector groups will share resources, information, and knowledge to maximize impact and advance practice at the regional level.
- A comprehensive prevention strategy based on public health best practices will be developed and implemented, including efforts to reach disproportionately impacted people.
- Massachusetts will be a national leader in collecting and sharing service and criminal justice data.

Trafficker:

Refers to a person who benefits financially from another person's sex acts, often involving recruitment, moving, or controlling (physically or emotionally) that person. Traffickers frequently use lies, threats, pressure, or violence.

Buyer:

A term that refers to a person who seeks out, pays, or offers something of value to have sex with another person, whether knowingly or not, from trafficking or exploited individuals. Refers to a person who seeks out, pays, or offers something of value to have sex with another person, whether knowingly or not, from trafficking or exploited individuals. Often referred to as a "john," "client," "patron," or "trick."

Exploiter:

A term that refers to a person who takes advantage of another person for sex or profit. Refers to a person who takes advantage of another person for sex or profit. This can include anyone who arranges, manages, or benefits from another person being sold for sex. This includes both traffickers and buyers.

Strategic Plan

This strategic plan reflects a robust co-creation process that engaged a wide range of voices and perspectives from both youth and adult systems. To ensure that the Plan was grounded in the experiences and wisdom of individuals with lived experience, members of the HTS who identify as survivors of sex trafficking were invited to join an Advisory Group that met regularly to provide feedback on interim products and guide recommendations. The planning team also facilitated large and small group discussions during meetings of the HTS, conducted interviews with state agency leaders and subject matter experts, and led multiple focus groups, including conversations with survivors and impacted people. The planning team gathered input through a statewide stakeholder survey, reviewed strategic plans from other jurisdictions outside of Massachusetts, and analyzed existing data and research findings to ground recommendations in evidence and lived experience.

Through this collaborative effort, the planning team identified six core recommendation areas: **Leadership**, **Empowerment**, **Justice**, **Collaboration**, **Prevention**, and **Measurement**. Within each area, the HTS defined specific outcomes that the state should strive to achieve over the next five years. Each outcome is supported by targeted action steps designed to drive meaningful progress and improve the statewide response to sex trafficking.

Recommendation 1: Leadership

Increase statewide capacity and expertise to address sex trafficking

The first recommendation focuses on establishing the leadership positions, structures, and policies needed to support and manage the implementation of this strategic plan. By defining clear roles, continuing to elevate survivor voices, and promoting comprehensive policy review across state agencies, Massachusetts can drive coordinated action and accountability. These foundational elements are key to ensuring meaningful change in how the state addresses sex trafficking. Without strong leadership and infrastructure, even the most well-designed plans risk fragmentation or inaction, making this recommendation a critical starting point for the work ahead.

Outcome 1: Clearly identified leadership positions to ensure effective implementation of the five-year strategic plan

Action Step A: Hire or identify at least one full-time equivalent to lead statewide coordination and implementation of this five-year strategic plan.

Action Step B: Identify a Human Trafficking Liaison in each impacted state agency to support implementation of strategic plan recommendations.

Action Step C: Formalize the role of an Implementation Advisory Group, consisting of survivors only, to ensure that people with lived experience related to sex trafficking have a leadership role throughout implementation.

Action Step D: Partner with key local, federal, and community-based stakeholders to identify a point of contact within their organizations to support implementation of strategic plan recommendations.

Outcome 2: Aligned policies and responses within state, federal, county, municipal, and community-based organizations to support evidence-based and evidence-supported best practices

Action Step A: Establish formal state agency policies and protocols for sex trafficking while supporting the development of coordinated response frameworks among community partners.

Recommendation 2: Empowerment

Expand support services for survivors

Survivors and stakeholders across Massachusetts consistently emphasized the need for expanded, accessible, and survivor-led services that reflect the diversity of those impacted by sex trafficking. This recommendation focuses on strengthening the statewide network of supports by addressing service gaps, improving access to housing and healthcare, and ensuring that all survivors—regardless of race, ethnicity, sexual orientation, gender identity, socioeconomic status, or geography—can access trauma-informed, culturally responsive care. Empowerment also means investing in long-term stability through economic mobility, survivor mentorship, and family engagement, while building the capacity of providers to deliver consistent, high-quality services across the state. Strategies will be tailored to meet the distinct needs of youth, transition-age youth, and adults.

Outcome 1: More survivors are provided with effective and accessible support and services that meet their diverse and individual needs

Action Step A: Consider expanding services that are survivor-led or informed, address disproportionately impacted and marginalized populations, mitigate geographic disparities, and reflect linguistic and cultural diversity.

Action Step B: Partner with GCSADVHT Economic Mobility Subcommittee, the Executive Office of Labor and Workforce Development, and the private sector to support survivors in identifying career paths of interest and to expand employment training and skill development that connect survivors with their chosen path.

Action Step C: Establish partnerships with economic development stakeholders to connect survivors with existing financial literacy skills training.

Action Step D: Integrate substance use and human trafficking services by training staff to effectively assess and support trafficked individuals.

Action Step E: Facilitate access to survivor mentoring services, particularly in areas of the state that do not have these services.

Action Step F: Utilize Department of Children and Families (DCF) Support and Stabilization services to allow for longer engagement so that services

Massachusetts must invest in equitable access to services across all geographic areas.

Sex trafficking takes place in communities of all types throughout the state, including rural, suburban, and urban communities, as well as those considered to be economically advantaged and disadvantaged.

Stakeholders noted that there are geographic differences in the support available to impacted people.

Problematic substance use is highly prevalent among individuals who have experienced sex trafficking.

Many victims report using substances during the period of exploitation.

Traffickers often introduce or provide substances to maintain control and increase dependency. At the same time, victims may turn to substances as a coping mechanism to numb the trauma they endure.

align with the length of recovery and to ensure statewide access to survivor mentor and survivor-led services.

Action Step G: Develop or adopt universal human trafficking (including labor trafficking) screening tools to be utilized across Massachusetts public and community-based organizations.²

Action Step H: Develop and implement service models to strengthen partnerships between case managers and survivor mentors to increase access to services.

Action Step I: Establish an intergenerational exploitation working group of the HTS to research and develop intervention strategies.

Action Step J: Review DCF policies and practices for youth aging out of state custody with a focus on facilitating enrollment of youth into voluntary services past age 18.

Outcome 2: Improved access to shelter and housing

Action Step A: Collaborate with the GCSADVHT Housing Stability Subcommittee to assess housing needs and strategies for sex trafficking survivors.

Action Step B: Identify existing housing resources and establish appropriate referral pathways for sex trafficking survivors.

For adult survivors, more housing of all kinds, including shelters, mid-term, and long-term, and related supports are needed to meet people's basic needs and support their journey in exiting exploitation.

Lack of housing increases an individual's risk of trafficking. Many people leaving exploitation are not candidates for other shelter and emergency housing options, due to criminalization or other disqualifying factors.

² This plan is principally focused on addressing sex trafficking; however, we recognize that many of the vulnerabilities and risk factors for sex and labor trafficking overlap and that survivors often experience both forms of trafficking. This Action Step, along with Recommendation 4 (Collaboration), Outcome 4, Action Step D afford an opportunity to ensure that screening practices for all forms of human trafficking are strengthened.

Outcome 3: Increased engagement of and services for boys, men, transgender, and gender diverse populations

Action Step A: Establish two HTS working groups - one for boys & men and one for transgender & gender diverse populations. These working groups will include survivors and support systems-wide approaches to improving identification, services, and offender accountability.

Action Step B: Train stakeholders across disciplines to identify and respond to exploited boys & men and transgender & gender diverse populations.

Action Step C: Identify or establish dedicated services and targeted outreach strategies to meet the distinct needs, engage, and empower boys & men and transgender & gender diverse populations, without compromising gender-safe spaces for all.

Action Step D: Ensure that materials developed for educational and awareness purposes include representation of diverse gender identities, including boys, men, and transgender populations (e.g., should not frame trafficking as an issue that affects only women and girls).

Despite prevailing assumptions, boys and men are also victims of sexual trafficking.

Cultural stigma, gender norms, and a lack of tailored services contribute to underreporting and limited support. In Massachusetts, few programs currently serve male survivors—more work is needed to improve access and comfort with disclosure.

Outcome 4: Better quality and consistency of trauma-informed responses and services

Action Step A: Explore the development of technical assistance opportunities to provide evidence-supported, trauma-informed training and program development.

Action Step B: Partner with key subcommittees within the GCSADVHT to increase the number of domestic violence, addiction recovery, violence prevention, public health, and sexual assault services providers with the competencies needed to work with sex trafficking survivors who may not openly disclose victimization.

Action Step C: Identify training opportunities on sex trafficking for health care providers and staff in hospitals and other clinical settings. Ensure that survivor voices are incorporated into those trainings.

Action Step D: Support increased delivery of sensitive and competent mental health services in trusted settings.

Action Step E: Focus staff retention efforts on staff directly serving individuals impacted by sex trafficking, including by providing supervisors with clinical expertise, training about secondary trauma, and developing fair and equitable compensation standards.

Action Step F: Collaborate with state and private college and university systems and funders to identify career advancement opportunities for peer mentors, including clinical degree programs.

Survivors of human trafficking consistently report interactions with healthcare services during their exploitation.

As a result, the health care system represents a significant intervention point to offer a trauma informed response. However, many healthcare providers lack the information and skills to identify and work effectively with individuals who are being exploited.

Action Step G: Support trauma-informed and evidence-supported human trafficking practices for group care settings for youth through procurement and training.

Outcome 5: Increased knowledge and engagement of parents and caregivers

Action Step A: Identify existing and develop new accessible resources for parents, caregivers, and extended family members to recognize risks and provide assistance to exploited youth.

Action Step B: Review utilization of sex trafficking resources for foster parents within DCF and increase training and trauma-informed approaches.

Effective assistance within the legal system hinges on collaboration between prosecutors, law enforcement agencies, and victim service organizations, as indicated by nationally recognized best practices.

Recommendation 3: Justice

Achieve justice for survivors of sex trafficking

Survivors and the community deserve meaningful justice for the harm committed by traffickers, buyers, and exploiters. This recommendation focuses on strengthening the justice system's response by expanding support for survivors during legal proceedings, increasing the number and quality of investigations and prosecutions, and enacting policies that reduce demand for buying sex. By improving survivors' experiences with the justice system, enhancing law enforcement and justice agencies' capacity to deliver justice, and addressing the systemic drivers of demand, the Plan aims to build trust with the survivor community, increase accountability for perpetrators, and reduce exploitation across Massachusetts.

Many people who are impacted by sexual trafficking develop a criminal history characterized by prostitution-related charges that are a result of a crime, sex trafficking, which was perpetrated against them.

Outcome 1: Increased engagement with and support for survivors throughout the investigation and prosecution process

Action Step A: Strengthen referrals to support and services (e.g., safe housing, mental health and substance use services, immigration assistance, legal advocacy, family reunification, and financial assistance) for survivors throughout legal proceedings.

Action Step B: Improve processes for providing restitution to survivors and collecting fines to support survivor programs.

Action Step C: Develop communication protocols for law enforcement, prosecution, defense counsel, and court personnel to inform places of incarceration about individuals with suspected trafficking involvement to assist with separating perpetrators and survivors.

Action Step D: Develop and expand opportunities for law enforcement to partner with programs that support survivors.

Action Step E: Expand training for law enforcement and prosecutors regarding non-judgmental, trauma-informed approaches and support for victims.

Action Step F: Provide information and training to support access to expungement of records for charges related to exploitation.

Action Step G: Convene a group of court and criminal justice stakeholders, including DCF, Department of Youth Services, Department of Mental Health, Office of the Child Advocate, Committee for Public Counsel Services (CPCS), District Attorneys (DAs), and the Trial Court, to explore current utilization and improvements to diversionary options for justice-involved youth that have experienced exploitation or are assessed as high-risk of exploitation.

Action Step H: Assess the landscape of court responses for justice-involved adults with sex trafficking history (or vulnerability) to improve connections to services that address specific needs and provide diversion.³

Action Step I: Encourage CPCS to offer training on sex trafficking as part of new and advanced lawyer training.

³ Examples of such responses include, but are not limited to, the Dee Kennedy Project, Project NORTH, and the Chelsea District Court RESILIENCE Program.

Outcome 2: An increased number of investigations and successful prosecutions of traffickers and exploiters

Action Step A: Develop and expand advanced sex trafficking-related investigative and alternative policing strategies training opportunities through Municipal Police Training Committee (MPTC).

Action Step B: Explore the development of sex trafficking certification for law enforcement and expanded training for uniformed officers.⁴

Action Step C: Include sex trafficking experts (including survivor experts) as MPTC trainers throughout sex trafficking curricula.

Action Step D: Consider training specialized sex trafficking prosecutors in each jurisdiction.

Action Step E: Offer education to DAs, parole officers, and the Sex Offender Registry Board on sex trafficking, best practices, impact, prevalence, and secondary trauma.

Action Step F: Offer education and court-focused training to judges, the Massachusetts Probation Service, and other court personnel to better identify and serve impacted populations that interact with the court.

Outcome 3: Reduced demand for buying sex

Action Step A: Convene a working group of the HTS to research and identify evidence-supported efforts to reduce demand.

Action Step B: Develop and implement a statewide evidence-supported demand reduction strategy that includes best practices for recidivism reduction, investigative methods, consistent charging, enhanced penalties for sex buyers, buyer intervention programs, and other measures.

The buying of sex fuels the commercial sex trade and trafficking.

Understanding what deters sex buying, including reducing recidivism, is key to creating actionable, impactful strategies that reduce exploitation.

⁴ Similar to MPTC's 40-hour Sexual Assault Investigations Training.

Action Step C: Conduct outreach to and collaborate with licensing boards in communities with significant hotel or casino presence to promote the development of local regulations regarding sex trafficking as a condition of licensure.

Action Step D: Reduce barriers to public access to information about sex buyers.

Recommendation 4: Collaboration

Build sustainable structures and enhance coordination of anti-sex trafficking efforts

Improved collaboration – at statewide, regional, and local levels – is essential to strengthening the state’s response to sex trafficking. This recommendation seeks to build the knowledge, relationships, and formal structures to support deep coordination across and within systems. From identification and assessment to service referral, law enforcement response, and long-term support, collaboration must be intentional and well supported to be sustained. The Plan aims to create more opportunities for those working to address trafficking to share best practices, coordinate around individual cases, and build cross-sector relationships.

Outcome 1: Increased knowledge of and collaboration among anti-sex trafficking prevention, intervention, and accountability efforts statewide

Action Step A: Establish and maintain a statewide map of sex trafficking resources and efforts.

Action Step B: Establish, link, and maintain a dedicated sex trafficking page on the GCSADVHT website with information for professionals, community members, and individuals seeking support and services.

Action Step C: Host an annual low-cost or no-cost statewide sex trafficking forum to review five-year plan implementation progress, educate stakeholders, and develop networks.

Outcome 2: Enhanced regional coordination and equitable access to services, support, and accountability across Massachusetts

Action Step A: Establish and support the development of regional forums across Massachusetts that meet at least quarterly.

Action Step B: Utilize regional forums and other groups to facilitate training, strengthen interagency relationships, discuss case management, share resources, increase coordination across youth and adult systems, identify regional needs and gaps in services, and foster integration of more stakeholders.

Action Step C: Encourage the use of Memoranda of Understanding, data sharing agreements, and other communication protocols among public and non-governmental organizations working with survivors, law enforcement, and prosecutors, including expectations regarding referrals, case tracking, and information sharing.

Action Step D: Develop connections with bordering states to facilitate cross-jurisdictional collaboration and access to services for individuals crossing state lines.

Outcome 3: Streamlined, statewide response to sex and labor trafficking

Action Step A: Establish formal opportunities, in collaboration with the Labor Trafficking Subcommittee of the GCSADVHT, for systems and case-specific collaboration between labor and sex trafficking stakeholders to improve investigations and outcomes.

Action Step B: Jointly pursue strategies with the Labor Trafficking Subcommittee to improve response to the illicit massage industry and other organized commercial sexual exploitation.

Action Step C: Increase knowledge of civil processes among service providers to support restitution for individuals who have experienced labor trafficking and sex trafficking.

Outcome 4: Strong local, regional, and statewide multidisciplinary efforts to prevent and address commercial sexual exploitation of children (CSEC)

Action Step A: Continue Leadership Advisory Board (LAB) and Multi-County Meetings to support collaboration, coordination, and implementation of best practices among local, regional, and statewide Multidisciplinary Teams (MDT) that address the CSEC.

Action Step B: Identify funding strategies to support and sustain the Massachusetts Children's Alliance Commercial Sexual Exploitation of Children Program Manager and Children's Advocacy Center (CAC)-based CSEC MDT Coordinators statewide.

Action Step C: Continue MACA-led statewide implementation of CSEC MDT Core Standards to codify consistent policies (including service referrals), improve practice, and collect better data.

Action Step D: Develop and implement strategies in collaboration with DCF related to 51A screening, DA referral, and response practices to create more uniform responses and expectations.

Action Step E: Establish linkages and enhance coordination between the DCF Missing and Absent program and the child advocacy center multidisciplinary team responses to missing youth.

Positive youth development is an effective approach for working with at-risk and trafficked youth.

Providing for the youth's primary needs (safety, food, water, and shelter) is an immediate priority, followed by creating positive supports and environments, meaningful opportunities to learn and contribute, and services that adjust to changing developmental needs.

Outcome 5: Increased collaboration between relevant statewide initiatives and sex trafficking stakeholders to better identify and support those impacted by sex trafficking

Action Step A: Strengthen linkage with the MA Unaccompanied Homeless Youth Commission to align efforts with recommendations regarding young adults who exchange sex and experience homelessness or housing instability.

Action Step B: Engage with Family Resource Centers to provide training for staff on sex trafficking and increase collaboration with sex trafficking stakeholders.

Outcome 6: Increased capacity of professionals across sectors to identify and respond to individuals at risk of or experiencing sex trafficking through improved training efforts

Action Step A: Identify, catalog, and share information regarding existing trainings and curricula relating to sex trafficking.

Action Step B: Develop high-quality training standards for local, state, federal, and community-based stakeholders.

Action Step C: Identify local, state, federal, and community-based stakeholders to be engaged in training efforts.

Action Step D: Require front-line workers across sectors to receive onboarding and ongoing training on sex trafficking that meets state standards.⁵

Action Step E: Support the implementation of human trafficking training for MassDOT personnel.

Recommendation 5: Prevention

Prioritize impactful multi-level prevention efforts

Prevention must be a central component of any plan to address sex trafficking. This recommendation advances the development of a comprehensive, evidence-supported prevention strategy, reduces the risk of online exploitation, and increases the public understanding of the realities of trafficking. Through multi-level efforts grounded in public health best practices, the Plan seeks to reduce vulnerabilities and strengthen protective factors across communities.

Outcome 1: Creation and implementation of a comprehensive strategy that draws on public health best practices to develop primary and secondary prevention plans

Action Step A: Establish a prevention working group that coordinates with the GCSADVHT Early Interventions Subcommittee to assess existing efforts,

⁵ These workers might include those who are youth and family serving, those who work in criminal justice or public health agencies, those who work in mental health, and direct service workers.

research, and identify evidence-supported efforts, and develop specific recommendations to prevent exploitation.

Action Step B: Assess attitudes and knowledge of sex trafficking among disproportionately impacted populations and their networks of existing supports. Explore leveraging existing survey efforts, such as the Youth Risk Behavior Survey, to support this work.

Action Step C: Consider developing campaigns aimed at reaching disproportionately impacted people by utilizing non-traditional venues/vehicles,⁶ and providing programming in multiple languages.

Action Step D: Collaborate with schools and secondary education institutions to include sex trafficking prevention and intervention resources through health curricula.

Action Step E: Provide brief and targeted training resources to key roles within schools, utilizing existing and ongoing professional development opportunities.⁷

Action Step F: Encourage the development or adoption of curricula that discourage sex buying and promote allyship in preventing exploitation.

Outcome 2: Decreased risk of online exploitation

Action Step A: Working through the prevention working group, identify stakeholders and expand interagency collaboration to focus on online exploitation, child sexual abuse material, and image-based sexual assault.

Action Step B: Identify and coordinate existing Massachusetts online safety training efforts for youth, caregivers, early intervention programs, and youth-serving organizations to enhance digital literacy and safety awareness.

⁶ For example, campaigns that are amplified through churches, online gaming platforms, social media, major sporting events, and locations that are frequented by disproportionately impacted populations.

⁷ Training might target audiences including superintendents, teachers, nurses, and counselors.

Outcome 3: Increased community understanding of sex trafficking, response efforts, and resources

Action Step A: Provide community-based educational sessions utilizing credible messengers from civic and religious groups to increase knowledge and develop support for sex trafficking responses.⁸

Recommendation 6: Measurement

Develop outcome measurement systems and data sharing opportunities

Developing outcome measurement systems and data sharing opportunities will not only support the Action Steps outlined in this section but also strengthen the other recommendations in the Plan. Interviews, focus groups, and subcommittee meetings consistently emphasized the need for standardized data collection methods that can be shared across agencies. While some programs are currently collecting data, these efforts are not coordinated and lack oversight. A more unified system would improve advocacy, resource allocation, and accountability.

Stakeholders also frequently highlighted the absence of a prevalence estimate for individuals who have experienced sex trafficking in Massachusetts. Inconsistent definitions, underreporting, and fragmented data collection practices make it difficult to understand the scope of the issue. Without a more standardized system and oversight, efforts to respond effectively will remain hampered.

Outcome 1: Alignment of statewide definitions of sex trafficking

Action Step A: Create a data working group to develop standardized definitions and terminology regarding sex trafficking for collecting and reporting data.

Action Step B: Develop adaptable training materials on standardized definitions and terminology that can be shared with stakeholders and organizations for their use.

Action Step C: Adopt standardized definitions and terminology for public & private service providers, law enforcement, and other legal organizations to collect and report data.

⁸ Groups might include faith communities, non-profits, volunteer coalitions, and others.

Action Step D: Incorporate standardized definitions and terminology into sex trafficking training curricula.

Action Step E: Explore the utilization of incentives for cooperation with definition standardization (e.g., tie standards to funding mechanisms, contracts, and procurements).

Outcome 2: Collection of aggregate service, support, and exploiter accountability data for sex trafficking

Action Step A: Develop a statewide system for gathering ongoing sex trafficking data.

Action Step B: Consider collecting uniform standardized data on individuals screened, assessed, and served in connection with sex trafficking cases.

Action Step C: Consider tracking uniform metrics for sex trafficking investigations, arrests, and prosecutions.

Action Step D: Consider establishing a system to monitor training, public awareness, and prevention initiatives.

Action Step E: Consider collecting recidivism data for traffickers and buyers.

Outcome 3: A statewide dashboard to report and track sex trafficking data

Action Step A: Consider organizing and publishing data on sex trafficking demographics, services, criminal justice response, training, prevention education, funding, policy, recidivism, and other elements as determined by HTS and other key metrics.

Outcome 4: Effective and evidence-supported sex trafficking efforts and responses

Action Step A: Establish systems for monitoring and evaluating services and responses to sex trafficking.

Action Step B: Consider developing systems to collect and share findings on system effectiveness from the point of view of survivors.

Action Step C: Consider evaluating training and prevention curricula to assess effectiveness and inform future revisions.

Part II - Background and Data

Definitions

To address the complexities of sex trafficking, it is important to establish a clear understanding of relevant statutes and terminology that define trafficking and exploitation. Legal definitions of sex trafficking require certain elements to be present, whereas definitions used by service providers and others focus on respectful, inclusive language.

Federal Laws

The [Trafficking Victims Protection Act of 2000](#) and subsequent reauthorizations created a federal definition and framework for addressing human trafficking, including sex trafficking. A key element of federal law is ‘force, fraud, or coercion’ in cases involving the trafficking of an adult.

Child sex trafficking in federal law (18 U.S.C § 1591) is defined as “knowingly recruiting, enticing, harboring, transporting, providing, obtaining, advertising, maintaining, patronizing, soliciting, or benefiting financially or by receiving anything of value from a venture in which a person under the age of 18 years has engaged in a commercial sex act.” In contrast to the adult sex trafficking definition, child sex trafficking in federal law does not require force, fraud, or coercion, nor does it require that the trafficker or buyer knew or recklessly disregarded the age of the victim.

Federal law defines sex trafficking as the *“recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age.”*

Trafficking Victims Protection Act of
2000 22 U.S.C. § 7102(11)(A)

Force, fraud, and coercion are not required to prove sex trafficking of either adults or children under Massachusetts law.

Massachusetts Laws

In Massachusetts, a commercial sexual act is defined as any sexual act on account of which anything of value is given, promised to, or received by any person.

Regarding the sexual exploitation and trafficking of a child, Massachusetts law (M.G.L. c. 119, § 21) defines a sexually exploited child as any person under the age of 18 who has been subjected to sexual exploitation because such person:

1. Is the victim of the crime of sexual servitude section 50 of chapter 265 (*described above*) or is the victim of the crime of sex trafficking as defined in 22 United States Code 7105 (*described above*);
2. Engages, agrees to engage, or offers to engage in sexual conduct with another person in exchange for a fee...or in exchange for food, shelter, clothing, education, or care;
3. Is a victim of the crime of inducing a minor into prostitution ..., or
4. Engages in common night walking or common streetwalking

Massachusetts law defines sex trafficking as when an individual or business “knowingly: (i) *subjects, or attempts to subject, or recruits, entices, harbors, transports, provides or obtains by any means, or attempts to recruit, entice, harbor, transport, provide or obtain by any means, another person to engage in commercial sexual activity, a sexually-explicit performance or the production of unlawful pornography ...; or (ii) benefits, financially or by receiving anything of value, as a result of a violation of clause.*”

MGL Ch. 265, Sec. 49

A key element of the Massachusetts statute (and distinction from federal law) is that recruitment, enticement, or force are *not required* to prove sex trafficking of either adults or children if the individual or business entity “causes a person to engage in commercial sexual activity” or “induces” a minor into prostitution.

In Massachusetts, sex trafficking and commercial sexual exploitation of minors (under age 18) is considered child abuse and must be reported to the Department of Children and Families.

History of Anti-Sex Trafficking Efforts in Massachusetts

Efforts to address human trafficking in Massachusetts have evolved significantly over the past two decades, beginning with a pivotal moment in 2001 following the tragic death of Latasha Cannon, a 17-year-old victim of commercial sexual exploitation. Her death galvanized a coalition of advocates, service providers, and law enforcement who reframed the commercial sexual exploitation of children as a form of child abuse rather than delinquency. This shift laid the groundwork for a statewide movement focused on survivor-centered responses and systemic reform to sex trafficking of both adults and youth.

Over the next two decades, the state's efforts to address trafficking continued, characterized by a steady expansion of programs, policies, and partnerships aimed at preventing trafficking, supporting survivors, and holding exploiters accountable. The Support to End Exploitation Now (SEEN) Program in Suffolk County, launched in 2006, formalized a multidisciplinary team approach to identifying and responding to child trafficking. In 2011, the Legislature passed landmark legislation that criminalized sex and labor trafficking, established safe harbor provisions for minors, and created a statewide task force under the Attorney General's Office. Through a 2014 five-year federal child welfare grant, Massachusetts expanded the SEEN MDT model to every county in the state. Federal support received in 2019 through an Office for Victims of Crime grant enabled pilot programs and training to strengthen law enforcement's response to child trafficking. In 2023, the Massachusetts MPTC rolled out a series of specialized training programs for over 2,000 police officers across the state to help them recognize and respond to trafficking. Most recently, in 2024, the GCSADVHT launched this five-year strategic planning process to coordinate and strengthen the statewide response, institutionalizing Massachusetts' commitment to ending exploitation and supporting survivors.

Scope and Process of Creating the Plan

To support the development of a robust strategic plan that reflects the diverse experience of individuals and organizations working within Massachusetts, the HTS led a comprehensive information-gathering effort comprised of:

1. Formation and engagement of a Statewide Advisory Group composed of individuals with lived experience;

2. Survey of HTS members and their networks;
3. Interviews with Massachusetts experts and individuals with key information;
4. Focus groups with stakeholders and individuals with lived experience; and
5. Review and discussion of preliminary findings with members of the HTS

Statewide Plan Advisory Group

The MA Statewide Plan Advisory Group (Advisory Group) was created as part of the development of the Strategic Plan to ensure that people with lived experience related to sex trafficking were directly engaged in providing ongoing feedback. The group is composed of self-selected members of the HTS who identify as survivors of sex trafficking. Members of the Advisory Group provided consultation and feedback to the planning team on topics including:

- Overall scope of the plan
- Development of the survey instrument
- Design of the process to obtain input from individuals with lived experience
- Focus group and interview guides and protocols
- Interpretation of findings from focus groups
- Draft recommendations for the strategic plan

Survey of Human Trafficking Subcommittee Members and Their Networks

To better understand the current landscape of anti-trafficking efforts in Massachusetts, the strategic planning team conducted a statewide survey of key stakeholders. The survey gathered information on how organizations support survivors, educate staff and communities, and collect data. It also asked respondents to identify emerging trends and recommend improvements to the state's response to sex trafficking.

The survey received 76 responses from a diverse group of stakeholders, including law enforcement, state agencies, higher education institutions, and community-based organizations. The findings illustrated how Massachusetts currently works to prevent sex trafficking, support survivors, and hold exploiters accountable.

Table 1: Survey respondents by organization type

Law Enforcement (local, state, county, federal)	Police	3%
	District Attorney's Office	4%

State Agency	Department of Youth Services	21%
	Department of Public Health	4%
	Department of Children & Families	1%
	Department of Mental Health	9%
	Other state agency	4%
	MassDOT	1%
	Department of Elementary and Secondary Education	1%
Other Organizations	Private agency that services victims and survivors of commercial sexual exploitation	19%
	Private agency that primarily services victims and survivors of domestic violence	4%
	Hospital	6%
	Children's Advocacy Center	5%
Academic	College or University	3%
Other		13%

Interviews

To supplement the information gathered in the surveys, the strategic planning team conducted more than 60 individual or small group interviews. Interviewees included individuals with lived experience and professionals working in organizations involved in sex trafficking response. These interviews provided deeper insight into the strengths and challenges of the current system, the availability and effectiveness of services, prevention efforts, communication, and collaboration across and within sectors, and priorities for inclusion in the strategic plan.

Focus Groups

The planning team facilitated 10 focus groups to gather additional perspectives. Six of these groups included stakeholders representing groups working in the following areas: child advocacy centers, criminal justice system, law enforcement, physical and behavioral health providers, service providers, and state agencies. These discussions focused on identifying strengths, challenges, opportunities, and threats in the state's response to sex trafficking.

The remaining four groups were composed of survivors and individuals directly impacted by sex trafficking. These sessions explored topics such as available support and protections, prosecution and offender accountability, child welfare system responses, prevention, and public awareness. Participants also had the opportunity to share their priorities and recommendations for the strategic plan.

Strategic Planning Process

Throughout the development of the strategic plan, the HTS grounded its work in a set of guiding principles to evaluate recommendations, outcomes, and action steps.

These principles include:

- Evidence-Based Interventions
- Victim/Survivor Centered
- Culturally Responsive and Equitable Practices
- Survivor Engagement and Leadership
- Trauma-Informed Care
- Multi-System and Multi-Disciplinary Approaches
- Partnerships

Following the launch of the formal strategic planning process in February 2024, the HTS met regularly to review findings, identify priorities, and shape the plan's direction. These meetings served as key checkpoints for reviewing interim work products, integrating feedback, and ensuring alignment with guiding principles. Between February 2024 and October 2025, the Subcommittee met 4 times in person and 6 times virtually.

The Subcommittee includes representation from a wide array of organizations and perspectives, including law enforcement, juvenile justice, the Attorney General's Office, district attorneys, the Department of Mental Health, the Department of Public Health, the Massachusetts Office for Victim Assistance, researchers, community-based providers, and other state agencies. This cross-sector composition brought a wide range of perspectives and expertise to the planning process. The diversity of perspectives is also reflected in the group's co-chairs, who represent leadership from a community-based service provider, the Executive Office of Health and Human Services, and the Executive Office of Public Safety and Security—ensuring that both community and government leadership helped guide the plan's development.

Understanding the Numbers

Massachusetts, like many other states, grapples with the complexities of human trafficking when it comes to understanding the scope and prevalence. The nature of

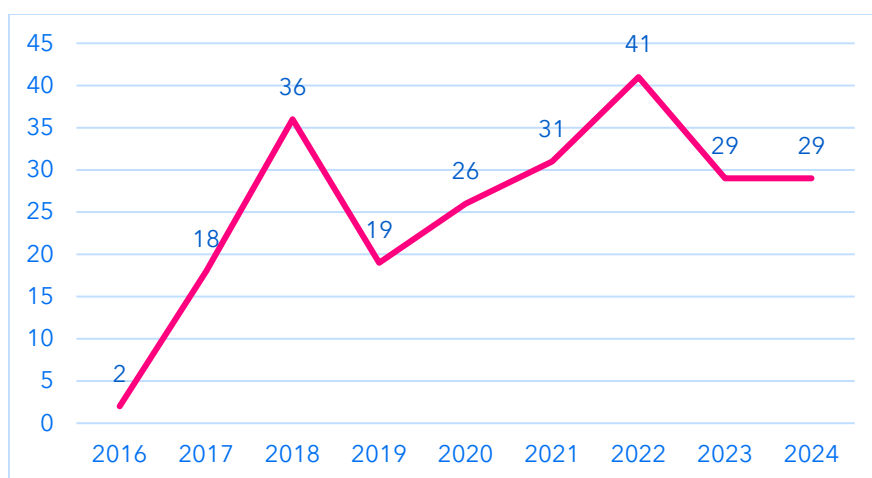
sex trafficking creates significant barriers to collecting and analyzing data, including challenges in identifying incidents, a lack of knowledge among people in a position to report it, obstacles to conducting and resolving investigations, gaps and flaws in law enforcement data systems, and insufficient training of first responders and investigators. As a result of the challenges in collecting and reporting data, it is difficult to use current information to understand the prevalence of sex trafficking victimization in Massachusetts.

Incidents Identified by Law Enforcement

One source of criminal justice data is data reported to the federal government as part of the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) program. Human trafficking data collection was added to UCR in 2013, following authorization by the William Wilberforce Trafficking Victims Protection Reauthorization Act of 2008. While it was possible to report starting in 2013, reporting continues to lag in many agencies.

The first incident of human trafficking involving commercial sexual exploitation reported to UCR in Massachusetts occurred in 2016. Since then, the number of reported incidents has modestly increased, peaking in 2022, then declining slightly until holding steady at 29 in 2023 and 2024.

Figure 1: Human trafficking - commercial sexual exploitation incidents reported by all Massachusetts law enforcement



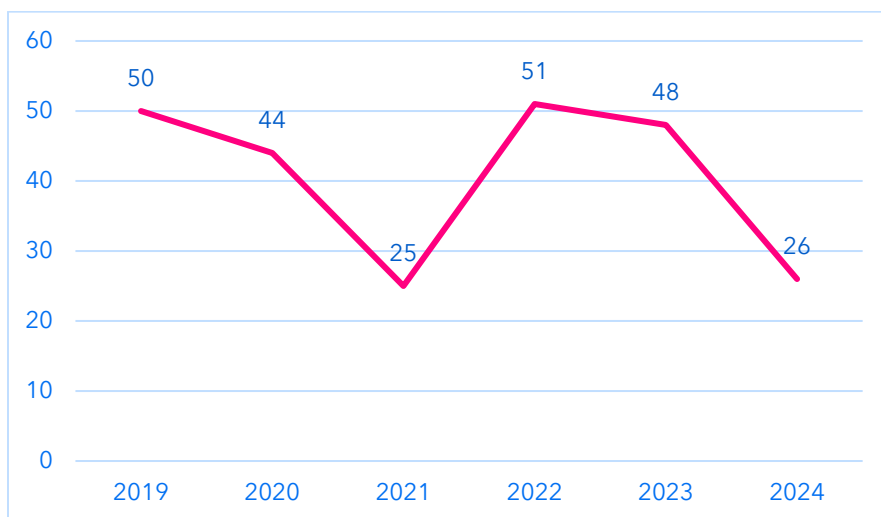
Source: National Incident Based Reporting System 2016 - 2024

<https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/explorer/crime/crime-trend>

Charges and Sentences

Figure 2 below presents data showing the number of cases filed in the Massachusetts District and Superior Courts with a lead charge of trafficking (MGL c265 §50) from 2019 to 2024. Figure 3 depicts all charges filed for trafficking in the Superior and District Courts during the same period.

Figure 2: Sex Trafficking Cases in MA - 2019 to 2024



Superior and District Court cases where sex trafficking (MGL c265 §50) was the lead charge.

Figure 3: Sex Trafficking Cases in MA - 2019 to 2024

Superior and District Court charges for sex trafficking (MGL c265 §50) across all cases.

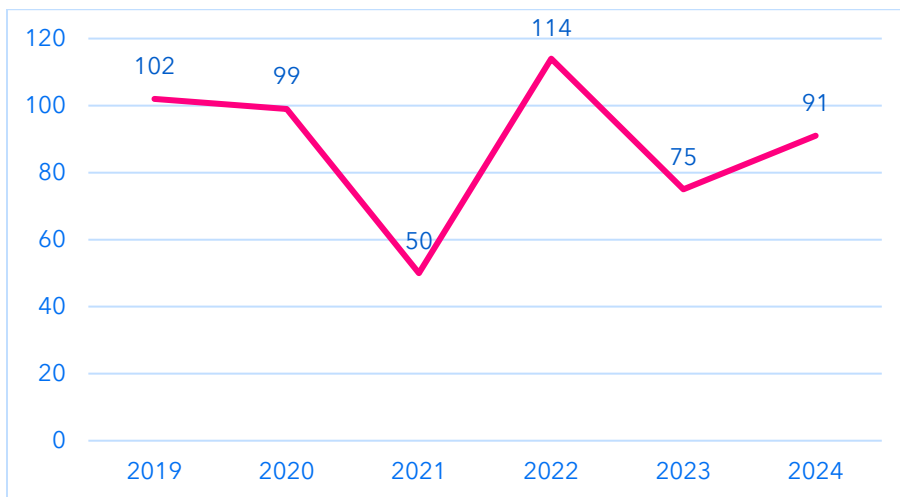
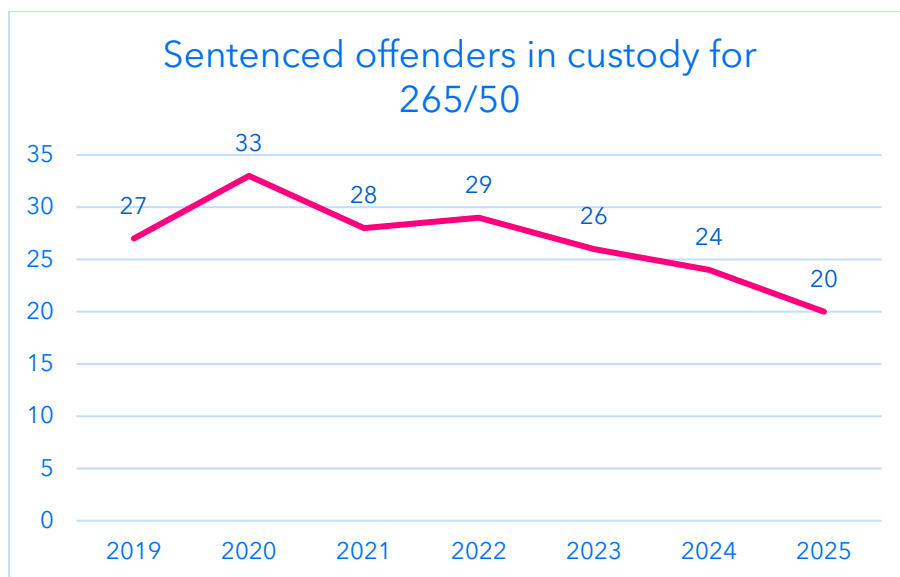


Figure 4 depicts the number of sentenced offenders in custody on January 1st of each calendar year for sex trafficking offenses. Because each individual has one governing

offense, it is possible that some people sentenced with other serious charges are not included in this count. As with other datasets, charging and sentencing data are not indicative of the scope of sex trafficking victimization in Massachusetts.

Figure 4: Individuals in jail or prison custody on sex trafficking charges - 2019 to 2025



Intakes from the Department of Children and Families

Another source of data regarding human trafficking is the number of intakes and allegations made to DCF, the state agency responsible for investigating reports of child abuse and neglect. In Fiscal Year 2023, DCF reported 1,415 intakes (51As) due to reports of “human trafficking – sexually exploited child.”⁹ Given the current methods of data collection and reporting, these allegations may under-report incidents where initial allegations were classified as physical or sexual abuse but later found to involve sexual exploitation. After a 51B investigation, 392 allegations were determined to have sufficient evidence that there is a “reasonable cause to believe” that the child was a victim of sexual exploitation (also known as a “supported response”), resulting in the identification of 359 unduplicated child victims of sexual exploitation in FY2023.

⁹ These reports are distinct from those filed for “human trafficking – labor”.

Figure 5: MA DCF Intakes (51As) and Responses for "Human Trafficking - Sexually Exploited Child" - 2019 to 2023

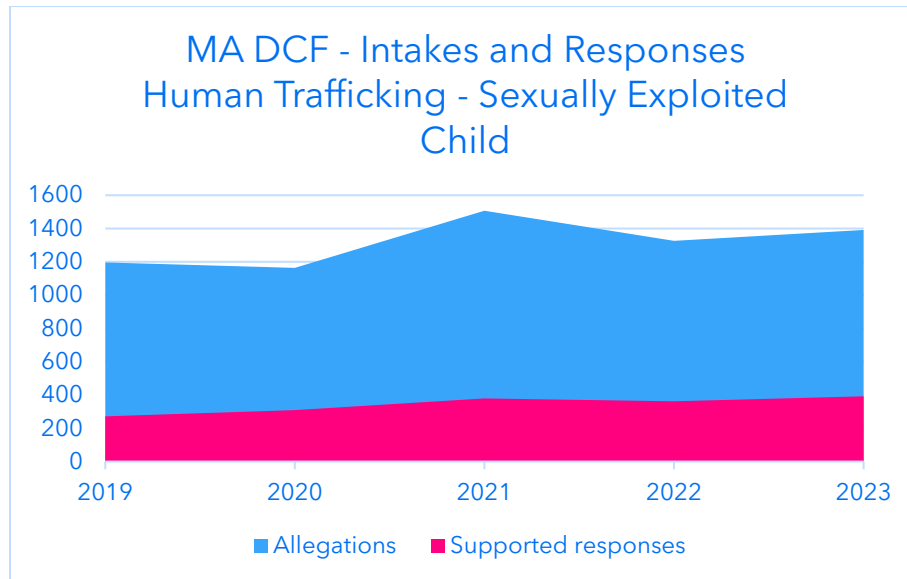
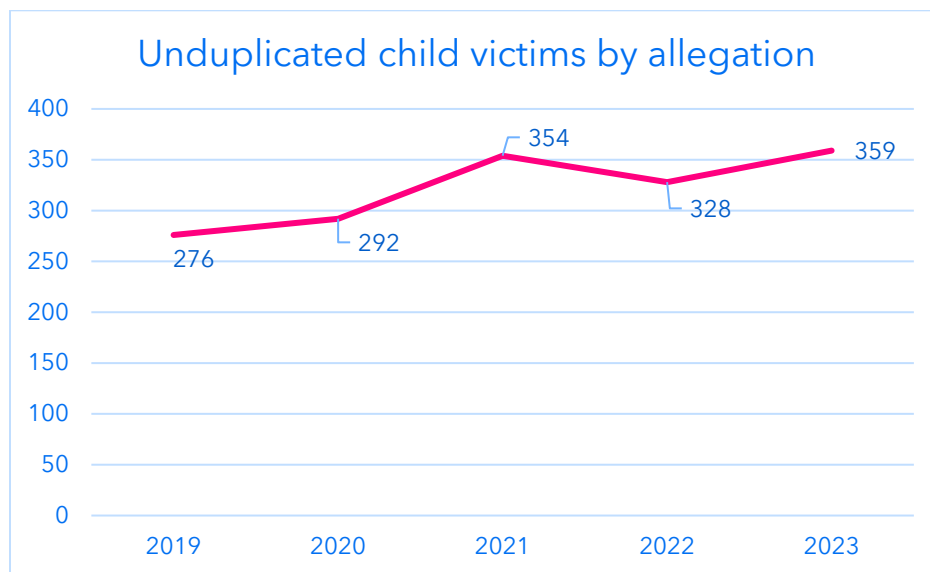


Figure 6: Unduplicated child victims by allegation - 2019 to 2023



Appendix

HT (Sex Trafficking Branch) Subcommittee Membership

Governor's Office

Lieutenant Governor Driscoll	Chair	GCSADVHT
Vilma Uribe	Executive Director	GCSADVHT
Alyssa Gold	Project Coordinator	GCSADVHT

Tri-Chairs

Gina Kwon	Secretary of Public Safety and Security	Executive Office of Public Safety and Security
Lisa Goldblatt Grace	Consultant	
Glenn Daly	Director, Office of Children, Youth and Families	Executive Office of Health and Human Services

Members

Alicia Rebello-Pradas	Senior Policy Advisor	Executive Office of Public Safety and Security
Lisbeth Pimentel	Deputy Chief of Staff	Executive Office of Public Safety and Security
Mia Alvarado	Executive Director	Roxbury Youthworks
Sandra Andrade	Co-Director	Boston HEAT
Nikki Antonucci	Victim Specialist	Federal Bureau of Investigation
Judy Benitez Clancy	Director, Division of Sexual and Domestic Violence Prevention	Department of Public Health
Lori Ann Bertram	Clinical Manager for Field Support	Department of Children and Families
Elizabeth Bouchard	Chief Program Officer	Children's Advocacy Center of Suffolk County
Krystyna Boisjolie	Program Director	RFK/Legacy Program in Springfield
Lisa Caputo	Executive Assistant	Executive Office of Public Safety and Security
Latirah Cisero	CSEC Statewide Program Manager	Massachusetts Children's Alliance

Angela Davis	Assistant Undersecretary for Law Enforcement and Criminal Justice	Executive Office of Public Safety and Security
Desiree Demos	Executive Director	The EVA Center
Audra Doody	Co-Executive Director	Safe Exit Initiative
Amy Farrell, Ph.D.	Director, Division of Sexual and Domestic Violence Prevention	Northeastern University
Sheelah Gobar	SEEN Program Manager	Children's Advocacy Center of Suffolk County
Kamlyn Haynes	Central Mass Area Child and Adolescent Psychiatrist	Department of Mental Health
Douglas Humphrey	Supervisory Special Agent	Federal Bureau of Investigation
Omar Irizarry	Director of Cross Agency Initiatives	Department of Mental Health
Abigail Judge, Ph.D.	Representing Psychologist Seat	Boston HEAT
Beth Keeley	Partner	Butters Brazilian LLP
Hari Kim	Task Force Coordinator	Plymouth District Attorney's Office
Maura Landry	Domestic Violence/Sexual Assault Coordinator	Municipal Police Training Committee
Liam Lowney	Executive Director	Massachusetts Office for Victim Assistance
Juin Liu	Student and Family Support Supervisor	Department of Elementary and Secondary Education
Vanassa Madge	Assistant District Attorney	Plymouth County District Attorney's Office - Chief, Human Trafficking Division RFK/Legacy Program
Talia Magnani	Berkshire County Mentoring Program Coordinator	
Megan McLaughlin	Chair	Sex Offender Registry Board
Mark McShera	Assistant District Attorney	Worcester County District Attorney's Office - Deputy Chief, Child Abuse/Sexual Assault Unit
Audrey Morrissey	Executive Director	My Life My Choice
Steven Procopio	Consultant	Procopio Consultants
Marcus Puleo	Executive Director	Plymouth County Child Advocacy Center
Cecely Reardon	DYS Commissioner	Department of Youth Services
Stacy Reed-Barnes, PsyD	Consultant	
Deborah Scott	Assistant Director, Office of Children, Youth, and Families	Executive Office of Health and Human Services

Joan Sham, MS, RN	Director, SANE Program; Co-Director, National TeleNursing Center; Medical Provider	Department of Public Health
Jennifer Snook	Chief, Human Trafficking Division	Attorney General's Office
Mary Speta, DLP Hanni Stoklosa	Executive Director Co-Founder and Chief Medical Officer	Amirah Health Education Advocacy Linkage (HEAL) Trafficking
Sgt. Marc Sullivan	Sergeant	Boston Police Department - Human Trafficking Unit
Sarah Terrell	Commonwealth Anti- Trafficking Taskforce Coordinator	Attorney General's Office
Alyssa Tochka	Assistant District Attorney	Suffolk County District Attorney's Office - Human Trafficking & Exploitation Unit
Elizabeth Tarrant Lt. Michael Turgeon	Chief Program Officer Lieutenant	Health Imperatives Massachusetts State Police High Risk Victims Unit
Nicole Valila	Victim Assistance Specialist	United States Attorney's Office
Robyn Volcy Lee	Capacity Building & Equity Programs Coordinator	Department of Public Health
Heather Wightman	Founder & Executive Director	Ready. Inspire. Act. (RIA)
Det. Michael Zontini	Detective	Yarmouth Police Department - High Risk/Special Victims Unit