

2024



FLAGSTAFF INITIATIVE
AGAINST TRAFFICKING

IMPACT REPORT

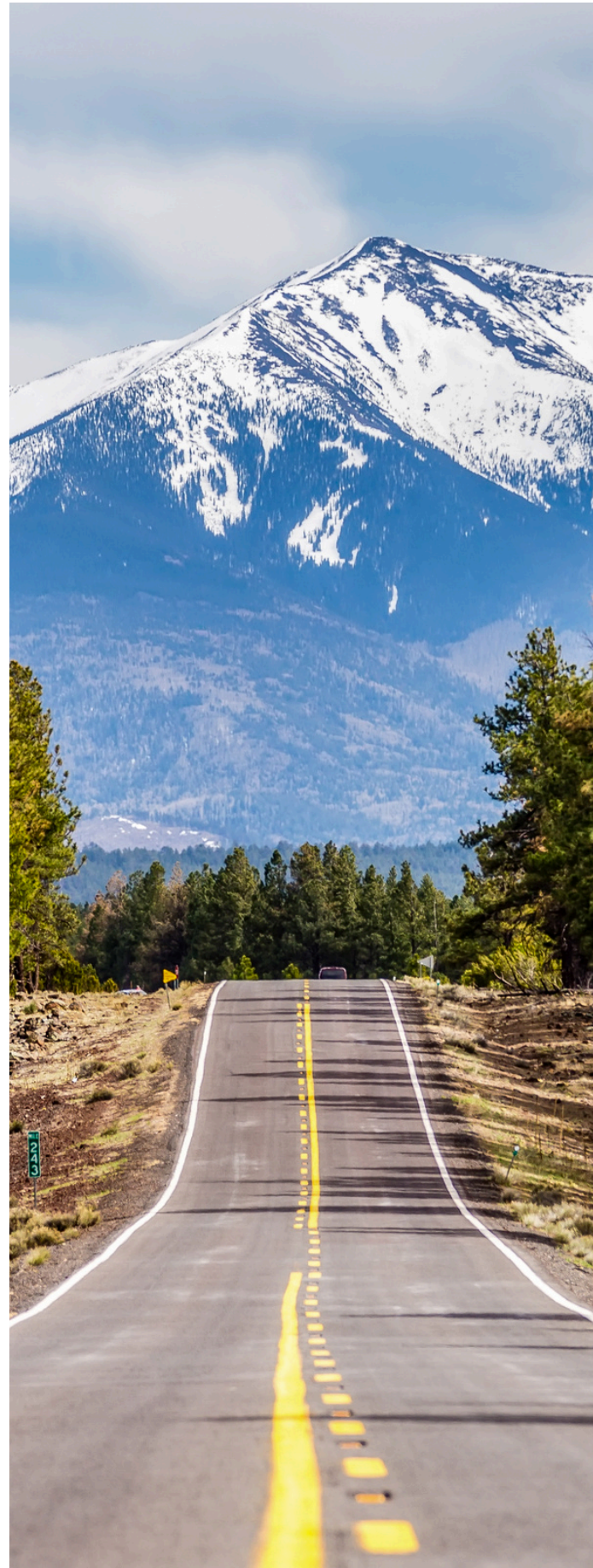
JANUARY 2025



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ACKNOWLEDGEMENTS

With deep gratitude, we would like to acknowledge the dedicated leaders, law enforcement professionals, advocates, and service providers who have tirelessly worked to support and uplift the most vulnerable members of our community over the past year. Your resilience and compassion have been a guiding light, illuminating pathways to safety, hope, and justice.

To our first responders, thank you for your commitment to ensuring the safety of all community members, especially those at risk of exploitation. Together, you have not only provided critical resources and support but have also fostered a foundation of trust, collaboration, and solidarity that strengthens our entire community.

All of these efforts have brought protection, hope, and empowerment to countless lives. It is through this united dedication that the Flagstaff Initiative Against Trafficking draws its inspiration. Together, we are creating a future where every individual has the opportunity to live free from fear and exploitation. Thank you for your unwavering commitment, your service, and for joining us on this journey toward lasting change.



YEAR IN REVIEW

The Flagstaff Initiative Against Trafficking, founded in 2017, has three primary objectives:

Facilitate a Survivor-Centered Response

We work to construct a coordinated, unified response when survivors of trafficking are identified and establish the necessary infrastructure to ensure they can attain safety and stability.

Training

We provide profession-specific training on human trafficking to organizations working in critical sectors and the public.

Measure


FIAT is proud to administer the Flagstaff Area Human Trafficking Database. Through data sharing with coalition member organizations, we are able to estimate the impact of human trafficking victimization within our region and use that data to drive solutions.

According to the Flagstaff Area Human Trafficking Database, **38** confirmed survivors of human trafficking were served by organizations contributing to the database.

In 2024, we welcomed **14** organizations as members of FIAT, most of whom are featured in this report. As member organizations, each partner has contributed to the progress made on the objectives above through their participation in training, adoption of screening tools, updates to policies and/or practices, and data sharing.

Underscoring the importance of uniform, localized training, we were pleased to grant the FIAT Training Certification to **7** community organizations. Organizations granted this certification enabled Northland Family Help Center to train a minimum of 75% of their staff on how to identify and respond to human trafficking, committed to annual retraining, and integration of a video-based training module into their new-hire onboarding process.

To address resource scarcity, FIAT also sought out funding to support the coalition's objectives. Thanks to the generosity of **Arizona Complete Health** and the **Coconino County Board of Supervisors**, FIAT was awarded **\$23,000** to fund training and technical assistance for our law enforcement partners.



Where we are
TODAY

NORTHLAND FAMILY HELP CENTER

The mission of Northland Family Help Center is to provide safe haven, advocacy, counseling, and education to promote and restore healthy relationships. As part of this mission, Northland is the primary provider of emergency shelter and wrap-around services to victims of human trafficking in the region. Our services, which include case management, counseling, lay legal advocacy, and more are inclusive of all genders, family compositions and ages.

In 2024, we were able to provide emergency shelter to over **32** confirmed victims of human trafficking. Additionally, our staff assisted **242** individuals who disclosed human trafficking victimization via the community crisis hotline.

Providing vital support to our partners in this work remained a focus in 2024. Northland is pleased to have trained **953** professionals on how to identify, respond and support survivors of human trafficking. Further, by leveraging private sector partnerships, Northland secured funding that allowed professionals from **all** regional law enforcement agencies and the Coconino County Attorney's Office to collectively attend their first human trafficking investigations conference and to receive on-going technical assistance services.



COCONINO COUNTY ATTORNEY'S OFFICE



The Coconino County Attorney's Office (CCAO) is a team of 23 attorneys and 29 legal paraprofessionals who are dedicated to the vigorous and fair prosecution of crime throughout Coconino County, including in human trafficking cases. To protect the community and to serve survivors of child crimes, Coconino County Attorney's Office filed approximately **75 different counts** of child abuse and exploitation in Fiscal Year 2023, including **37 counts that involved child trafficking, luring, or exploitation.**

In 2024, CCAO implemented a plan for case resolution that required particularly significant criminal penalties in victim cases. CCAO also partnered with FIAT, Flagstaff Police Department, Coconino County Sheriff's Office, NAU Police Department, and Applejack's Ranch, a survivor-led organization, to create the North Star Task Force to organize victim/survivor support, investigations, training, public awareness and efforts to fund trafficking investigations. Prosecutors from CCAO attended or presented for over **100 hours** of training on human trafficking issues. CCAO is committed to joining FIAT in working tirelessly toward investigations with a victim-centered approach that promotes public safety from trafficking in Coconino County.



FLAGSTAFF POLICE DEPARTMENT

The Flagstaff Police Department (FPD) is steadfast in its mission to safeguard the lives and well-being of our community members. For years, the department has recognized the importance of combating human trafficking but has faced resource limitations in fully engaging in anti-trafficking work. In mid-2024, however, FPD received groundbreaking support through the approval of an Arizona Department of Public Safety (AZDPS) Anti-Trafficking Grant. This vital funding is allowing the department to make significant strides in both the prevention and enforcement of human trafficking efforts. Flagstaff PD is now more committed than ever to not only tackling human trafficking but also ensuring the protection of vulnerable individuals in our community through prevention initiatives and enforcement measures.

In 2024, FPD achieved a significant milestone when the department carried out its first enforcement operation in years, resulting in multiple suspect arrests. This operation underscored the department's ability to apply its enhanced knowledge and resources to disrupt trafficking activity. Additionally, the department has been able to provide victims with essential services through community partners like Northland Family Help Center.

Throughout the year, the department also worked to enhance internal procedures with regard to human trafficking and exploitation by integrating updated screening tools and adopting a victim-centered approach to ensure survivors receive needed resources. Detectives also completed over **400 hours** of specialized training, attending national conferences and local workshops to improve investigative expertise.

Looking ahead to 2025, FPD aims to expand outreach, enforcement operations, and training to combat trafficking, working closely with partners to prevent trafficking and support victims.



COCONINO COUNTY SHERIFF'S OFFICE

The Coconino County Sheriff's Office continues to be a dedicated partner in the Anti-Human Trafficking efforts in Northern Arizona and throughout the state. Since its inception, we have been an active member of Flagstaff Initiative Against Trafficking (FIAT). Additionally, CCSO has two specially trained detectives for human trafficking response and investigations. These detectives also regularly receive tips from the Internet Crimes Against Children (ICAC) Taskforce on incidents occurring in Coconino County. These tips are aggressively investigated and have resulted in convictions of perpetrators who have victimized children in Coconino County and throughout the country.

CCSO is proud to be a member of the newly created North Star Task Force, a Northern Arizona survivor-informed trafficking awareness and response group dedicated to end human trafficking. We look forward to being an active participant on the planning, support, and operational sides of this effort.

We are eager to continually be engaged in the fight to end human trafficking and will seek opportunities in the future to make a positive impact in the lives of those who are personally impacted by the tragedy of human trafficking.





COCONINO COUNTY JUVENILE COURT

The mission of Coconino County Juvenile Court's is "Building Brighter Futures". CCJC approaches its work with youth, families, and the communities it serves with a commitment to utilizing culturally responsive, trauma informed, and evidence based practices to support youth and strengthen community safety, and with the belief that all youth are capable of success, no exceptions. Our dependency, probation, detention, and Hope Receiving Center programs, services, and community partnerships in Flagstaff, Page, Williams, and the Grand Canyon make us well positioned to identify and assist in responding to child victims of sex trafficking. CCJC screens all youth it serves for indicators of sexual exploitation/trafficking, and program staff collaborate with community and state partners to meet clients' needs when trafficking is suspected or confirmed.

In 2024, CCJC identified and served **7** youth suspected of being victims of human trafficking. Treatment & Program staff met with the Executive Director of Applejack's Ranch and continue to explore opportunities for partnerships. CCJC's Sex Trafficking Specialist participated in FIAT meetings, continued to initiate outreach to Sex Trafficking Specialists in other counties, and connected with partners serving sex trafficking victims.

Our anti-trafficking goals for 2025 include all CCJC staff completing human trafficking training through FIAT in February/March, collaborating with other county juvenile courts to review and revise CCJC's procedures and practices for screening and data collection, and building our capacity to address the needs of youth at high risk for trafficking.

APPLEJACK'S RANCH

Applejack's Ranch (AJR) is a survivor-led organization dedicated to breaking cycles of abuse, exploitation, and poverty through survivor-informed and trauma-responsive programming. Located in Northern Arizona, AJR provides mentorship, advocacy, and prevention services for youth and families in rural areas, with a specific focus on addressing human trafficking and supporting survivors through direct services, education, and community partnerships. AJR's mission emphasizes creating safe, healing spaces and fostering resilience among those affected by trafficking.

In 2024, we served:

- **10 youth** (ages 11-17) identified as suspected or confirmed survivors of trafficking.
- **4 adult** survivors supported through mentorship and case management services.
- **4 families** engaged in reunification efforts, with tailored support to address trauma related to trafficking.

Applejack's Ranch, to better serve survivors of trafficking, also implemented the following:

- Developed trauma-informed reunification protocols for families navigating complex dynamics of trafficking recovery.
- Created a centralized, HIPAA-compliant case management platform for secure tracking of survivor services, streamlining care coordination.
- Expanded mentorship programming to detention and treatment centers, addressing gaps in specialized care for youth.

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APPLEJACK'S RANCH, CONT.

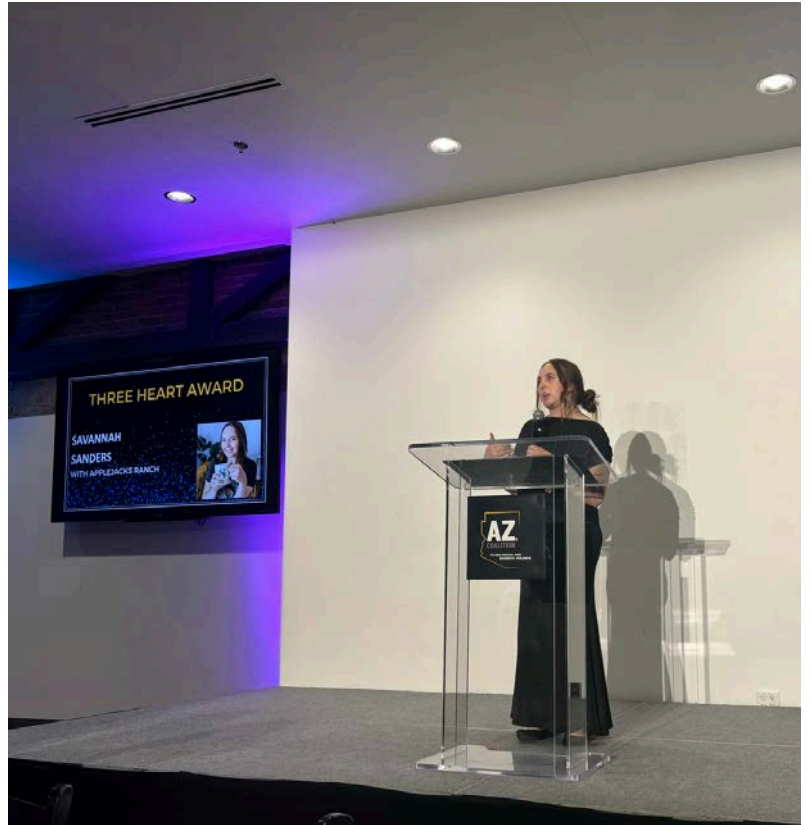
To increase the awareness of human trafficking and exploitation within our client population and the public, we:

- Facilitated monthly REACH trainings, engaging **29** stakeholders throughout the year in trafficking prevention and intervention strategies.
- Conducted community presentations and partnerships, training an additional **200** community members, including educators, law enforcement, and healthcare providers.
- Distributed trafficking awareness materials and resources to rural schools, treatment centers, and community organizations.
- Partnered with local media to share survivor-informed stories and raise public awareness of trafficking dynamics in Northern Arizona.
- Provided over **80 hours** of tailored Training and Technical Assistance to local nonprofits to increase capacity and survivor informed practices.

Additionally, we are proud to announce 2024 brought the launch of the **AJR Hybrid Learning Collaborative**, an alternative education program for youth (ages 16-21) to build resilience and academic success while addressing vulnerabilities to trafficking. We also:

- Renovated and expanded the AJR Drop-In Center to create a welcoming, safe space for youth and families, incorporating areas for mentorship, group sessions, and community building.
- And secured grants to pilot virtual mentorship services for youth in rural treatment and detention centers, allowing AJR to reach survivors outside of Yavapai County.

APPLEJACK'S RANCH, CONT.



FLAGSTAFF SHELTER SERVICES

At Flagstaff Shelter Services, our mission is to end homelessness in Northern Arizona. We work toward this by providing individuals and families experiencing homelessness with crisis stabilization and the tools needed to achieve housing stability; regardless of faith, mental health, or sobriety. For nearly two decades, Flagstaff Shelter Services has filled a critical gap in services in Northern Arizona by caring for our diverse neighbors experiencing homelessness without preconditions or barriers. Operating under the evidence-based Housing First model, we offer safe shelter, wrap-around services, and housing-focused case management designed to quickly promote long-term housing stability.

Flagstaff Shelter Services is proud to be part of the Flagstaff Initiative Against Trafficking (FIAT). Due to the nexus of homelessness and human trafficking, our work requires skilled, compassionate, and trauma-informed staff who are trained to recognize and sensitively respond to cases of human trafficking. In 2024, Flagstaff Shelter Services is pleased to have had **59** of our 70 employees complete the FIAT certification training. This specialized training will help us better prevent and respond to exploitation in Northern Arizona in 2025 and beyond.





CULTIVATE COUNSELING



Cultivate Counseling was founded by Melissa Dohse in 2016 as a desire to specialize in working with sexual trauma survivors through individual trauma therapy. Throughout her master's thesis Melissa worked with juvenile survivors of sex trafficking and helped increase awareness among the legal system of the trafficking situation these teens were facing.

Throughout the 8 years that Cultivate has been open Melissa has been able to work with a number of sex trafficking survivors to provide individual long term treatment. In 2024, Cultivate was excited to train it's staff of **22** therapists through FIAT in order to become more knowledgeable and informed about how to identify and support trafficking survivors.

In 2024 Cultivate was able to provide long term therapy to **3** survivors of human trafficking, maintain it's relationship as a service provider for Victim Witness, attend quarterly FIAT meetings and bring the topic of trafficking into our supervision of new clinicians.



NAVAJO COUNTY VICTIM SERVICES

Mission: Ensuring a continuum of care for victims through partnership and coordination of local resources; advocating with compassion for the rights of victims through trauma-informed assistance and inclusive support, while respectfully providing them the opportunity to realize restorative justice.

In 2024, we provided Crisis intervention Services to **4** victims of reported Human Trafficking cases that were under investigation of local law enforcement. We provided advocacy for the victims while they participated in Forensic Interviews, arranged Sexual Assault exams for 2 of the 4 victims, and also assisted them with safety services.

Our department is entering year 2 of a 3-year goal to enhance services to Human Trafficking Victims utilizing our Sexual Assault Response Team(SART). In May of 2024, we had our keynote presenter present on sex trafficking at our Victims' Rights Symposium. We signed an MOU with FIAT as our support agency to help with training and education for our SART Coordinator and Team.





TASH @ NAU



TASH @ NAU
LET'S BE HUMAN TOGETHER

In 2024, Tash@NAU became the first club at Northern Arizona University to sign on as a member organization of FIAT. Our mission is to promote social justice for persons with significant disabilities through advocacy and shared resources and information. Due to the intersection of human trafficking/exploitation and disability, this partnership is a meaningful part of TASH's mission.

TASH@NAU was proud to host training in partnership with FIAT for the NAU community. TASH faculty advisor, Dr. Katelyn Zirkus, was instrumental in forging cross-department collaboration and supporting the education and outreach initiatives undertaken by TASH@NAU to bring awareness about human trafficking to NAU.





TASH at NAU & The College of Education Presents

STAND AGAINST HUMAN TRAFFICKING

with speaker **Michelle Rucker**
from the Flagstaff Initiative Against Trafficking (FIAT)

COE Room 190 801 Knoles Dr.
2.27.24
4:30 - 6:30pm

Join us to find out more about what you can do to help end human trafficking!

 Parking permits available upon request! 

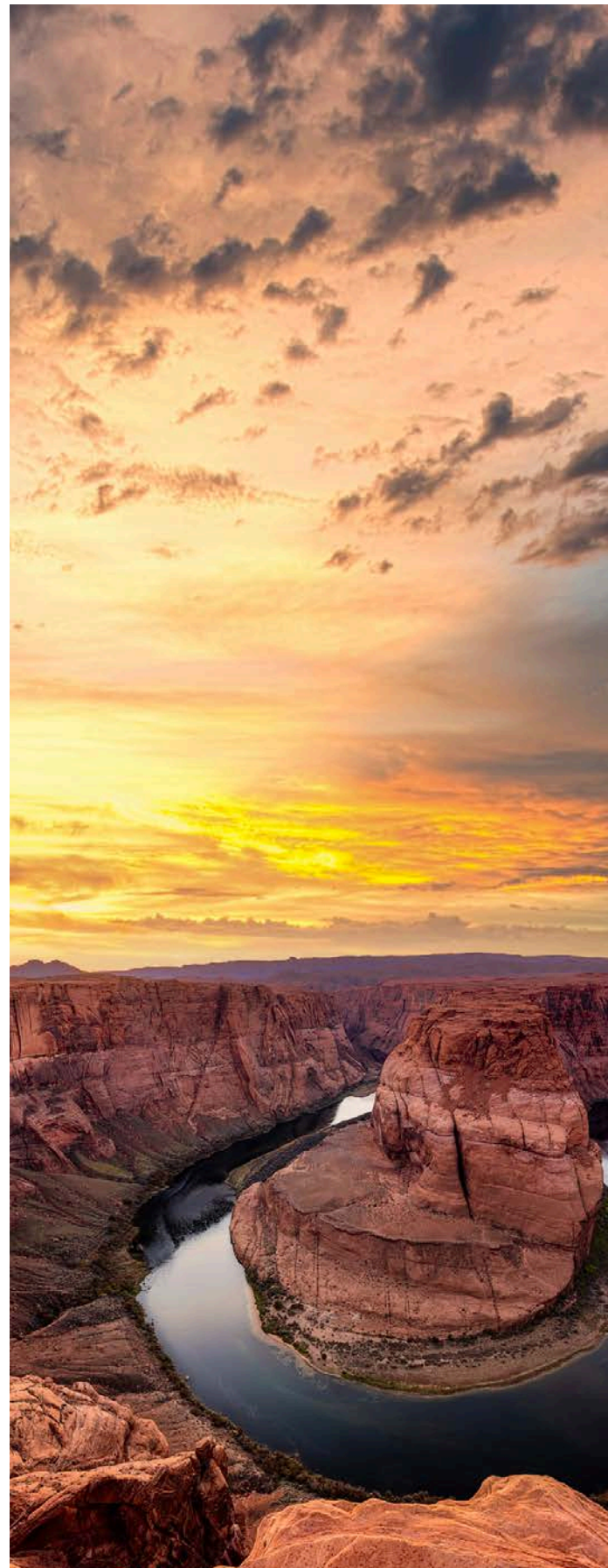


CATHOLIC CHARITIES - NAZ

We as an organization take the issue of human trafficking extremely seriously. We utilize specialists in the field to provide us with the most up to date best practices. Homeless Services and Child Welfare Teams from across Northern Arizona come together annually in March to train as a team (**4 hours of training 85 team members**) with local experts at Northland Family Help Center. These trainings help guide and educate staff, as well as ensure our approach to human trafficking is tailored to the communities in which we serve.

Since unstable housing and connection to the child welfare system are known risk factors for exploitation, we supplement the Front Door Intake with trafficking-specific screening questions provided by Northland Family Help Center to determine if someone has experienced or is at-risk for human trafficking. This allows us to make appropriate referrals and interventions to community partners that meet the needs of the individual we are serving.

In 2025, we look forward to continuing this work alongside our partners and enhancing policies and practices to address human trafficking across Northern Arizona.



SHARON MANOR



The mission of Sharon Manor is to help survivors of domestic violence and their children on their journey out of homelessness, violence, and poverty and into economic independence, safety, and self-sufficiency. Sharon Manor has the capacity to serve up to 29 households to provide affordable and safe transitional housing, trauma-informed case management, support, weekly groups, and community events. Our program is gender inclusive, and our staff is dedicated to serving all survivors of violence, no matter how they may identify.

In 2024, Sharon Manor was able to provide housing and services to **3** people who identified as survivors of trafficking. When a client discloses trafficking, the Sharon Manor staff applies the education we have received to support our clients and make the appropriate referrals.

To ensure that we are current on best practices regarding trafficking survivors, Sharon Manor's staff completes a yearly FIAT training, FIAT quarterly presentations/trainings, and ACESDV trainings that are relevant to trafficking survivors. Staff also participates in critical internal discussions on policy and application regarding the new information learned in the training that may apply to our population. Additionally, Sharon Manor tables with partner agencies throughout the year to spread education about violence and trafficking.

Sharon Manor uses the online tracking database and screening tools provided by FIAT to track and assist our survivors effectively.



IT TAKES A COMMUNITY



LOOKING AHEAD TO 2025

The unprecedented growth seen across our community with regard to addressing human trafficking has been nothing short of remarkable to witness. Due to the efforts of every organization featured in this report, we have vastly improved the ways in which we support survivors of exploitation and promote safety in the high country.

Our community has now arrived at a juncture. We can either continue to build upon our success, in recognition that there is still work to do, gaps to fill, and tough conversations to be had that could result in life-changing outcomes for survivors of exploitation. Or, we can simply sustain our current efforts, satisfied that we did more than most.

On January 22nd, 2025, the North Star Task Force (NSTF) was launched to build upon the foundation we have all worked toward since the founding of FIAT in 2017. While the NSTF will be overseen by a board of representatives from the **Coconino County Attorney's Office, Coconino County Sheriff's Office, Flagstaff Police Department, Applejack's Ranch** and **Northland Family Help Center**, there is a place for everyone in the work of this task force.

FIAT, remaining in its current form, will now serve as one arm of the task force. Our objectives are unchanged, as is our commitment to the community to provide a venue for professionals and members of the public to engage in this work and be informed of our regional efforts.

To improve communication between agencies and coordination of care for survivors, the NSTF will also oversee a new Multi-Disciplinary Team. This team will be tasked with reviewing current and past cases, implementing services for identified at-risk individuals, and collaborating on law enforcement operations.

To ensure survivor voices remain at the forefront of our efforts, Applejack's Ranch will oversee the Lived Experience Advisory (LEAD) Council. This council, comprised of local survivors, will convene quarterly to provide feedback and recommendations to our board.

This enhanced collaborative model, which encompasses the foundation of the North Star Task Force, will best position our region to support survivors, hold perpetrators accountable, and serve as a north star for other rural communities in Arizona who wish to do the same.

