

# Event Host Guidelines

## for facilitating an inclusive and professional space for speakers and trainers

### Trauma-informed practices

When you are hiring speakers for your event, whether contracting directly with a speaker or through an organization or speakers' bureau, it is essential to use trauma-informed practices. Many speakers have lived experience of human trafficking and other forms of trauma, whether they disclose it or not. It is emotionally taxing for speakers to continually work with so much violence and trauma. Many survivors working in this movement have been retraumatized by poor treatment when they engage in public leadership, and it is important to prevent and mitigate that.

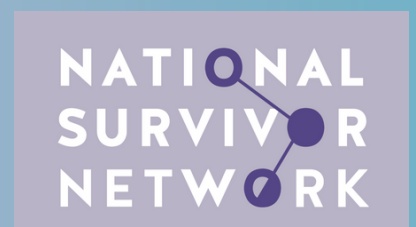
Everyone deserves safety, trust, choice, and empowerment. People working in the anti-trafficking movement come from a diverse set of backgrounds, identities, and experiences. In order for us to understand and address human trafficking, we must create inclusive spaces where bias, harassment, and slurs are promptly addressed.

Examples of harassment or bias that are in contradiction to a trauma-informed space include:

- Perpetuating racist stereotypes, whether about survivors or traffickers.
- Misgendering other speakers, participants, or individuals.

**Be clear that violence, hate, and personal attacks will not be tolerated at your events.**

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## Transparency about your values & diversity of perspectives

Speakers may have perspectives that are different from each other, from movement norms, or from your organization. Speakers are vetted to ensure professional and/or lived experience expertise, and our movement is enriched by the dialogues that emerge from our different perspectives and experiences.

If you cannot ensure and practice nondiscrimination, be clear about that upfront so that other organizations and speakers can make choices about whether or not to partner with your organization on an event.

Speakers may say things that are new or confusing to you such as:

- Highlighting that a focus on "rescue" is not person-centered care;
- Correcting commonly repeated statistics that attendees may not realize have been discredited;
- Explaining how participation in commercial sex happens across the [spectrum of agency](#);
- Noting that survivors have varied experiences of the criminal legal system from empowering to violent.

It is important that attendees remain in respectful, open dialogue about these different perspectives, and that hosts/moderators ensure that conversations remain respectful, compassionate, and non-abusive.

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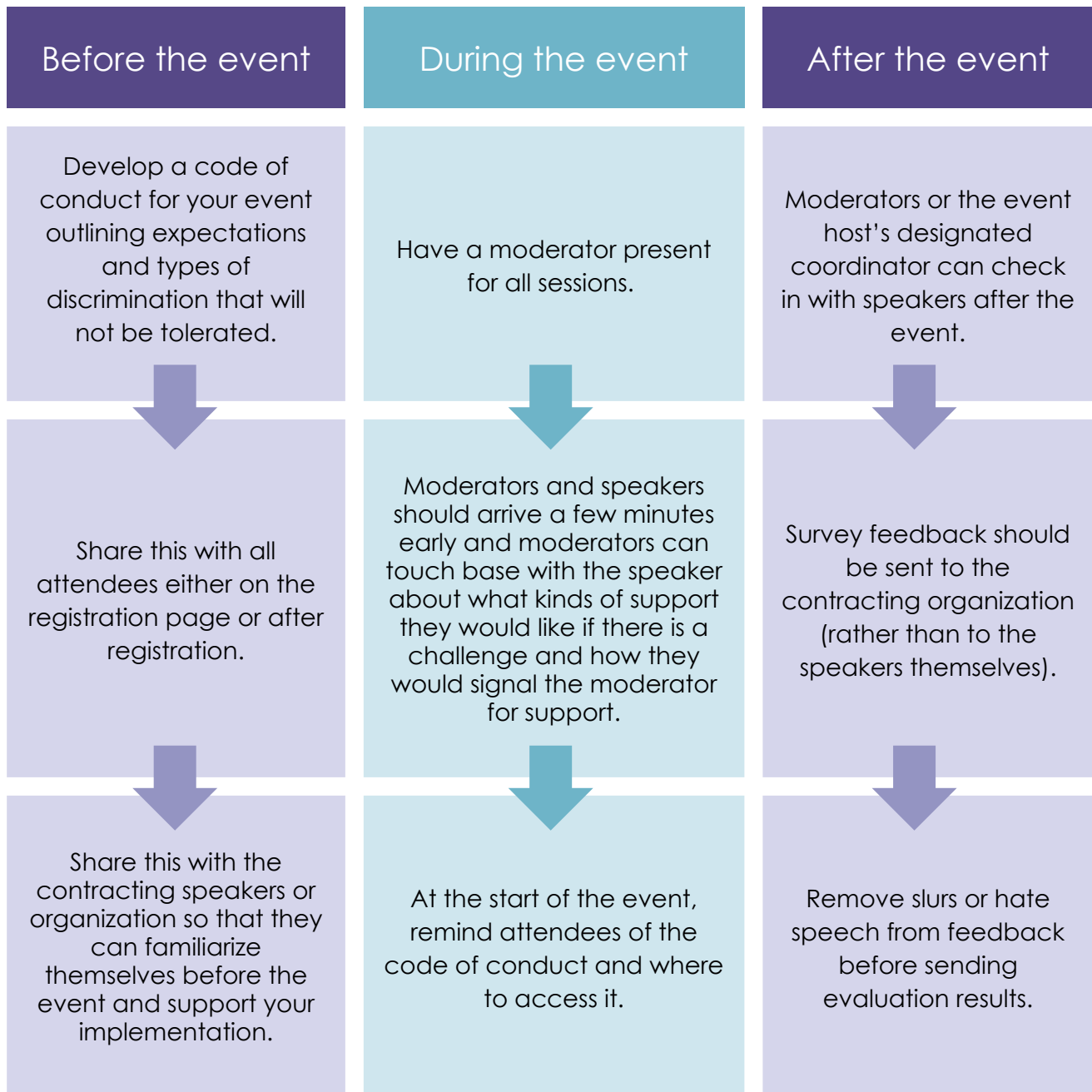
## Learning and unlearning require compassion and empathy



Learning new things and unlearning false information or ineffective practices can be challenging for everyone! It is important to moderate the space in a way that includes a variety of ways to address conscious or unconscious bias. Well-intentioned missteps can often be redirected gently. If someone seems confused about receiving a gentle redirect, hosts can offer follow up after the session.

Follow the speaker's lead. Some speakers are more comfortable moderating their own space and responding to minor instances of stereotypes and bias. If you notice that the speaker is looking to you to be a more active moderator, step in.

For all egregious and overt acts of harassment or bias, intervene by either reminding participants that the dialogue must remain respectful, pulling the participant engaging in problem behavior aside for a one-on-one reminder, or removing the participant from the session if they are unable to manage their behavior.



For sample code of conduct, see: [confcodeofconduct.com](http://confcodeofconduct.com) or "Safe Conferences Are Deliberately Designed" by Jared M. Spool.

## Helpful phrases for moderation

Harassment of our speakers is unacceptable and out of line with our professional ethics.

It feels as if some of the questions are outside the scope of this presentation and our Q and A session has gone off course, so I'm going to ask that we all hold our questions until the end so that our presenter can continue.

That kind of phrasing/language is not in alignment with respectful, person-centered care. Could you find a less charged way to ask your question?

I'm going to pause our presentation and ask that we all refrain from making assumptions about people based on their identities.



Learn more about hosting survivor-informed, respectful human trafficking education and awareness events.



HEALTH, EDUCATION, ADVOCACY, LINKAGE  
BECAUSE HUMAN TRAFFICKING IS A HEALTH ISSUE  
<https://healtrafficking.org/>

NATIONAL SURVIVOR NETWORK  
EMPOWERING SURVIVOR LEADERSHIP  
<https://nationalsurvivornetwork.org/>