

STEPHANIE K. RICHARD

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Director

Legal Services -Strategic Direction - Policy Development – Capacity Building & Training

Dedicated and accomplished attorney and Senior Director with fifteen years' experience leading and expanding innovative programs in human trafficking victim services, policy, and training. Focused on comprehensive survivor empowered legal services, criminal justice reform and immigration advocacy. Track record at local, State and Federal levels for systemic change efforts based on direct legal practice with survivor and coalition lead learning. Willing to travel as required. Licensed to practice law CA, 9th Circuit, DC, MD, MN.

- **Directed legal program servicing more than three hundred clients** from over seventy countries globally
 - **Established pro bono program, generating \$2M** in in-kind donations for legal services and policy advocacy
 - **Developed national training and technical assistance program**
 - **Launched largest survivor led advocacy program in country**
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Education

AMERICAN UNIVERSITY, WASHINGTON COLLEGE OF LAW

JURIS DOCTOR TOP 1%, Summa Cum Laude, Order of the Coif/Public Interest/Public Service Scholar (three-year scholarship based on commitment to public interest work and academic excellence)

RICE UNIVERSITY, HOUSTON, TX

BACHELOR OF ARTS – POLICY STUDIES, SOCIOLOGY, ENGLISH Magna Cum Laude, GPA: 3.9, Leadership Rice Fellow

Awards

2014-2015 Fellow for a New California-Immigrant Rights, Rockwood Leadership Institute

2016 ABA-CJS Frank Carrington Crime Victim Attorney Award, American Bar Association

Career Trajectory

SENIOR POLICY ADVISOR	COALITION TO ABOLISH SLAVERY AND TRAFFICKING, LOS ANGELES CA	2019 - PRESENT
POLICY & LEGAL SERVICES DIRECTOR	COALITION TO ABOLISH SLAVERY AND TRAFFICKING	2010 - 2019
MANAGING ATTORNEY	COALITION TO ABOLISH SLAVERY AND TRAFFICKING	2008 - 2010
STAFF ATTORNEY	COALITION TO ABOLISH SLAVERY AND TRAFFICKING	2006 - 2007
LITIGATION ATTORNEY	CENTER FOR HUMAN RIGHTS AND CONSTITUTIONAL LAW	2007 - 2007
PLANTIFF DISCRIMINATION ASSOCIATE	SWICK & SHAPIRO, P.C., WASHINGTON DC	2005 - 2006
TEACHER	CENTER FOR EDUCATION AND DEVELOPMENT, CUENCA EQUADOR	2002 - 2002
PARALEGAL	FEDERAL TRADE COMMISSION, WASHINGTON DC	2001 - 2002
TEACHER TRAINER/TEFL	UNITED STATES PEACE CORPS VOLUNTEER, MYRHOROD UKRAINE	1998 - 2000

Professional Achievements

COALITION TO ABOLISH SLAVERY & TRAFFICKING

Los Angeles, CA • 05/2008 – Present

SENIOR POLICY ADVISOR

Oversee policy work conducted in Washington, DC, Sacramento, and Los Angeles. Advise on state and federal legislative efforts, regulations, and impact litigation with focus on immigration, criminal justice reform, child welfare, and business regulation issues. Drafted and passed seven groundbreaking legislations and significantly increased appropriations at state and federal level. Liaised regularly with state and federal government officials at departments as diverse as Department of Justice, CA Attorney General's Office, Health & Human Services, Child Welfare, Labor, CA Labor Commission, Homeland Security, State, Housing and Urban Development, and Los Angeles Housing Authority

POLICY & LEGAL SERVICES DIRECTOR

Oversaw three Cast programs including direct legal services, training and technical assistance and policy. Supervised eleven attorney positions and was responsible for overall strategic direct and program leadership.

Orchestrated largest legal services program in country to serve trafficking survivors

- Garnered funding for seven new attorney positions via federal, state, and private donors and fulfilled grant deliverables, cultivated donors, and evaluated program design
- Established systems and protocols to ensure clients received comprehensive, trauma informed cutting-edge legal services in all three court systems
- Designed database to track data on human trafficking victimization and legal services provided to survivors

Launched 1st national technical assistance/training program for lawyers and social service providers

- Piloted training models in Los Angeles and three other states
- Developed funding proposal and secured resources required to initiate program, create infrastructure to oversee remote staff, track data, and fulfill grants reporting requirements
- Conceived systems and protocols to handle double the requests expected for technical assistance generate by outreach and trainings given the success of the program

Initiated first national survivor lead policy advocacy program resulting in passage of legislation creating the first survivor advisory council to the US government

- Collaborated with leaders to develop protocols and trainings around trauma informed advocacy and leadership development
- Recruited over three hundred survivors from thirty-seven states to join National Survivor Network and surveyed policy priorities
- Provided guidance to elect four survivor policy champions bi-annually and selected four survivor led-policy issue areas
- Mentored elected survivor champions to design strategic policy approach with governmental agencies/legislature

Secured \$10M in funding in CA general budget for provision of comprehensive services for trafficking survivors

- Administered survey/information gathering from service providers to justify budget request and need
- Hosted advocacy events with survivor leaders and service providers to educate budget committee staff and key legislators and governor's staff about need

- Engaged champions in CA assembly and persuaded Governor to include funding in January 2019 budget

Drove groundbreaking new state legislation to recoup lost income for trafficking survivors (first in USA)

- Performed assessment of crime victims funding and barriers for trafficking survivors to access benefits
- Assembled team including pro bono law firm, survivors, government agencies, and NGO partners to educate stakeholders regarding critical need
- Generated support in CA legislature and mobilized partners to influence Governor to pass legislation in 2019.
- Ensured implementation of state law by working with the CA Crime Victims Board to pass regulations by July 2020 deadline. Developed template materials for legal and social service providers around new law and trained over two hundred fifty advocates statewide to assist victims access then new benefit.

Increased Federal appropriations for anti-trafficking programs from \$25M to \$172M

- Gauged political climate to inform decisions on key activities/priorities to drive maximum impact
- Managed outreach to legislative, committee, and budget staff as well as agency heads and diverse intersectional partnerships

Supported drive to pass and implement legislation at state and federal level increasing protections and preventing human trafficking

- Spearheaded every Trafficking Victims Protection Act Reauthorization since 2003
- Ensured key provisions in other federal anti-trafficking bills
- Drafted and helped pass pioneering legislation in California including the California Business Transparency Supply Chain Act (2010); Hotline Posting (2012); Regulation of Foreign Labor Recruiters (2014), Affirmative Defenses and Vacatur for Trafficking Victims (2016) and Lost Income for Trafficking Survivors, Updates to the Human Trafficking Caseworker Privilege and hotline posting requirements (2019)

MANAGING ATTORNEY

Los Angeles, CA • 01/2008 – 04/2010

Directed coalition's legal program including supervision of support staff, two-three law clerks, and thirty pro bono attorneys. Provided technical consultation to pro bono and legal service attorneys across the country and delivered training on human trafficking issues.

Expanded pro bono program, yielding \$2M in annual in-kind legal service donations to serve trafficking victims

- Leveraged professional network to solicit support from firm partners with sizeable pro bono programs
- Originated specialized training for pro bono firm partners and enlisted local firm to host and deliver training
- Arranged for cases to be placed with firms immediately and ensured clients received ongoing technical assistance and support

Instigated first encompassing training program for legal providers on immigration, civil, and criminal remedies for human trafficking survivors

- Secured donor partners for funding to support pilot trainings
- Organized training programs for legal and social service providers using interactive communicative teaching and adult learning strategies
- Collaborated with partners to host sessions in four states, ultimately training more than three hundred and fifty legal and social service providers

Expanded provision of legal services to trafficking survivors from one hundred twenty to more than three hundred caseload

- Produced templates for legal documents and materials to assist new staff in provision of services

- Built referral systems and partnerships with community service providers to enable external service delivery not available in-house
- Ensured cultural humility, safety planning, and self-care/trauma services were central to model and work
- Provided cutting edge direct legal services to client's immigrant, civil and criminal matters

Publications

RICHARD, S., & LA PIERRE, S. (2020). *Expanding California's Law to Increase Protections for Temporary Guest Workers Benefits Businesses.* Business and Human Rights Journal, 1-6. doi:10.1017/bhj.2020

Corey J Rood MD, Stephanie Richard Esq. et al. *Medical Perspectives on Human Trafficking in Adolescent Trafficking: A Review,* Springer Nature Switzerland AG (2020)

T Nonimmigrant Visas and Adjustment of Status for Victims of Human Trafficking: A Practical Guide to the Relevant Statutory Changes and Updated Regulations, Immigration Briefings, vol. 17, issue 8, 1-2, August 2017

The Essential Abolitionist, What You Need to Know About Human Trafficking & Modern Slavery, Chapter 6, How do you create policy for the anti-trafficking movement that leads to real change? Daliwal Press, 2015

Child Labor Trafficking is a Child Welfare Issue, NACC Children's Law Manual Series, 2015 Edition

State Safe Harbor Laws and Recommendations for Future Legislation, Clearing House Review, Journal of Poverty and Policy, (March -April 2013)

State Legislation and Human Trafficking: Helpful or Harmful? Michigan Journal of Law Reform (Feb. 2005)

Speaking Engagements (Partial List Only)

- Uniform Law Commission Invited Observer/Presenter, *Uniform State Legislation on Human Trafficking and Supply Chains,* April-June 2020
- Little Hoover Commission, *Labor Trafficking in CA,* 2020, Los Angeles, San Diego, Sacramento, CA
- The Human Trafficking Data Project (HTDP) Symposium, October 4-5, 2019, Binghamton, NY
- Legal Services & Victims' Rights Enforcement: Conceptual Models Roundtable, June 5th, 2019, Portland, OR
- The Second Annual Metropolis North American Migration Policy Forum, Expanding Cooperation on Migration in the United States, Mexico and Canada, Invited Presenter, Human Trafficking and Temporary Guest Workers, November 11, 2019, San Diego, CA
- Department of Labor, San Diego Labor Trafficking and Work Visa Fraud Case Coordination Meeting, March 21, 2018, San Diego, CA
- Judicial Council of California, Handling Human Trafficking Cases, June 13-14, 2018 San Francisco, CA and September 14-15th, 2017 Sacramento, CA
- North American Leaders Summit: Human Trafficking Official Delegation, second tri-lateral meeting to discuss efforts by the Governments of Canada, Mexico, and the United States to address trafficking in persons with a particular focus on law enforcement efforts. Workshop Session with Civil Society Organizations providing perspectives on police efforts to identify and support victims of trafficking, December 7, 2015, Ontario, CA

- Beyond the Bench, Judicial Council of California, Overview of Human Trafficking in California, December 3, 2015, Anaheim CA
- The National Center for Victims of Crime, National Training Institute National Conference, Practical Guidance for Asserting Crime Victim's Rights for Survivors of Human Trafficking, September 11, 2015, Anaheim CA
- NACC 38th National Child Welfare, Juvenile, and Family Law Conference, Child Trafficking and the Child Welfare & Juvenile Justice System, August 26, 2015, Monterrey CA
- International Labour Organization, Out of the Shadows Combating Forced Labor and Other Forms of Worker Exploitation, 2015 Multi-Stakeholder Conferences, April 24, 2015 Los Angeles CA
- US Attorney's Office Central District of California and California Attorney General's Office, Human Trafficking and Forced Labor Awareness Training, April 3, 2015, San Luis Obispo, CA
- 16 Hour Training Facilitator, An Introduction to the Immigration, Criminal and Civil Remedies Available to Survivors of Human Trafficking, December 5 & 6 2014, Tucson, AZ
- Invited Presenter, Human Trafficking and Crime Victims' Rights, National Center for Victims of Crime's 2014 National Conference, September 17-19, 2014, Portland, OR
- Invited Presenter, Human Trafficking and Crime Victims' Rights, 40th NOVA Conference August 17-20, Chicago, IL
- Invited Panelist, Dignity for Victims of Human Trafficking, Special High-Level Event Devoted to the First UN Observation of the World Day Against Trafficking in Persons, July 12, 2014, New York, New York
- Invited by Department of State to speak on issue of human trafficking to the OSCE, September 28-30, 2013, Warsaw, Poland
- OVC-TTAC, 8 Hour Training, Human Trafficking, October 10, 2013, Charleston, SC
- Invited Expert, California Child Welfare Council, Commercially Sexually Exploited Children (CSEC) Action Team, August 2013, CA
- Invited Expert, Human Trafficking Congressional Advisory Committee, Chairman, Representative Ed Royce, August 2013, Orange County, CA
- Uniform Law Commission Invited Observer 2013, Prevention of and Remedies for Human Trafficking, February-April, 2013, Washington DC. Developed draft uniform state law on human trafficking
- AMBER Alert, 2012 Office of Juvenile Justice and Delinquency Prevention (OJJDP) Trafficking In Persons Symposium, Subject Matter Expert for Development of Child Human Trafficking Training for OJJDP, March 9-16 2012, Salt Lake City, Utah
- National Association of Attorneys General, Presidential Initiative, Pillars of Hope-Attorney Generals Unite Against Human Trafficking, March 28-29, 2012, Seattle, WA
- Uniform Law Commission Invited Observer 2012, Prevention of and Remedies for Human Trafficking, February 10-11, 2012, San Antonio, Texas. Developed draft uniform state law on human trafficking
- California Commission on Peace Officer Standards and Training (POST) - Response to Human Trafficking Update, Subject Matter Expert, January 12-14, 2010, March 9-11, 2010 & April 19&20, 2010, Carlsbad, CA
- Curriculum Development on the Human Trafficking of Minors for the California Emergency Management Agency (CALEMA), Subject Matter Expert, July 20 & 21, 2010, Newport Beach, CA
- Department of Health & Human Services, Office of Refugee Resettlement, National Consultation, Invited Panelist, A Continuum of Care for Trafficking Victims: Identification, Assistance and Reunification, June 7 & 8, 2010, Washington, DC
- 2010 Freedom Network Conference "A Decade in Review: A Decade Before Us – Celebrating Successes and Developing New Strategies at the 10th Anniversary of the Trafficking Victims Protection Act" Invited Panelist, "Essentials to Legal Needs and Creating Effective Interdisciplinary Teamwork" & "Examining Family Reunification and Repatriation", March 16 & 17, 2010, Washington, DC

Qualified Expert

- PEOPLE v. ND, qualified as expert witness in juvenile felony drugs charges case for cultivation of marijuana. Case dismissed on grounds of duress.
- SANDERS v. BROWN, qualified as expert witness in family law petition for change of custody/visitation. Custody terminated for trafficker parent and visitation denied.
- People v. TT, qualified as expert witness in case involving a sex trafficked minor accused of accomplice to murder. Case dismissed.
- People v. Alvarez, 2 qualified as expert witness in an agricultural case involving labor trafficking. Trafficker convicted on all counts of labor trafficking.