



SURVIVOR ALLIANCE

2019 ANNUAL REPORT



Survivor Alliance sends our deepest thanks to our generous supporters, partners, and donors.

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Greater Nottingham Modern Slavery Forum



We also want to thank all of the individual donors who have contributed, our volunteers, allies, and University of Nottingham placement students.

letter from the executive director

PASS THE MIC

March 2020

Dear members, allies, and partners,

Nearly two years ago, Survivor Alliance was launched for one key purpose: to organize survivor voices in a thoughtful, rigorous, & unequivocal manner. Using a framework of community organizing, we sought to build a network of relationships among survivors of slavery and human trafficking around the world. We wanted to increase the collective power of survivors, to raise the social and political consciousness of our community, and we wanted to rise up together, to sing our individual songs, and challenge the anti-slavery movement to reckon with our chorus.

As I write this letter, I can hear our song catching on. Over 200 survivor voices from 20 countries have spoken. Survivors are here and we are ready to lead. The key verses of our song are clear:

1. Engage survivors in meaningful anti-slavery and anti-trafficking work that moves beyond tokenisation.
2. Embrace us as competent and capable human beings who have more to share than our trauma histories.
3. Provide opportunities for training, education, and employment.

And lastly, through all of this, **proactively share power**. We must challenge ourselves to recognize when it is time to step aside and listen.

That time is now. Pass the mic.



Minh Dang, Executive Director

OUR CORE VALUES

Empathy

We bring an ethic of care to all that we do. We welcome the spectrum of human emotions. We recognize and embrace that feelings are a part of life. We seek to feel *with* and do *with* others instead of *for* others.

Resilient Relationships

We believe that healthy and resilient relationships are central to social justice work. We invest in trauma-informed and healing-centred relationships that exist within a broader community of relationships. We model these relationships through how we interact with our staff, members, and allies.

Freedom

We believe that freedom is more than a lack of enslavement and everyone deserves to define what freedom means to them. We hold that freedom is both an individual and a collective journey.

Learning

We believe in curiosity, exploration, and ardent pursuit of new skills and knowledge. We also believe that everyone deserves grace and support in their learning process. We challenge the idea that an expert must or can know everything.

Authenticity

We believe everyone deserves an environment where they can express who they are, and what they think, feel, and believe. We recognise that survivors' and allies' experiences are not all uniform. We will accept one another for where they are at.

OUR APPROACH:

BUILDING SUSTAINABLE SURVIVOR COMMUNITIES

Survivor Alliance carries a vision of a world where survivors are thriving members of society. In order to thrive, all human beings need communities that provide invaluable support, resources, and social networks. Many survivors leave their exploitation without any connections or community. Integrating into a society where most people have lived in continuous freedom is daunting. Sustainable survivor communities allow survivors to develop community-based solutions to every day challenges.

Meaningful Survivor Inclusion

Survivor communities are protected spaces for survivors to engage as peers and to ensure that their communities serve their own interests. Too often, anti-slavery efforts focus on individual healing and interventions, neglecting the basic human need to be seen and understood by others. In community, survivors can strategise about how to ensure the broader anti-slavery movement and society can include us in more meaningful, rather than tokenistic ways. Our power as a collective is always greater than any one person.

Economic Empowerment

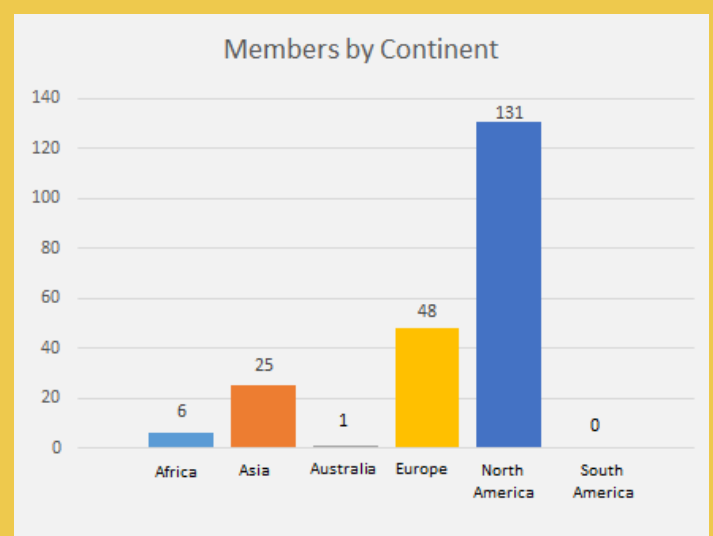
For most human beings, financial security is a key part of freedom. And yet, not enough focus is given to survivors' needs to transition back into the work place into sustainable employment opportunities. Survivors need more opportunities for upskilling and support for transitioning into pre-enslavement occupations or new occupational fields.

Wellbeing

Every survivor of slavery or human trafficking deserves to live a self-determined life. For many, this will include finding a way to live *with* the long-term impact of trauma. Survivor Alliance is committed to our members' self-defined journeys of freedom and healing.

211
enrolled members

73%
growth from 2018



PROGRAM HIGHLIGHTS

MEANINGFUL INCLUSION

Membership Engagement

- Enrolled and supported members' engagement with the Digital Town Square, an online networking space
- Developed online training and resources for survivor leadership
- Launched a "Member Spotlight" to highlight members' achievements



Capacity Building Initiative

- Trained survivor leaders in 3 US cities and 3 UK cities to establish survivor communities and increase survivor engagement in anti-slavery and anti-trafficking efforts
- Published a unique Fellowship Training Manual and Chapter Launching Manual to support survivor leaders' knowledge and skill development
- Created peer-to-peer learning modules for emerging survivor leaders

WELLBEING

Concern for our members' wellbeing is incorporated into the design of every program we run. This includes:

- Designating a staff person to provide emotional support as needed
- Checking in via phone or in-person with members before, during, and after programs
- Covering all costs that may be incurred through participation in advance or as quickly as possible soon after the program
- Ensuring that at least two members are participating in all programs and/or allowing members to invite a friend or support person
- Regularly asking members about their desires for anonymity

PROGRAM HIGHLIGHTS

ECONOMIC EMPOWERMENT

In-house Social Enterprise

- Delivered "Beyond Helping: Empowering Survivors" training to over 50 allies
- Launched a Lived Experience Research Advisory Board on the Mental Health and Recovery of Survivors of Modern Slavery
- Facilitated anonymous focus groups for NGOs and government



- Developed and facilitated Lived Experience Expert Groups with survivors in India and Ghana
- Began development of a year-long, paid fellowship program for survivors interested in the non-profit sector
- Developed clear guidelines for meaningful survivor inclusion in anti-slavery efforts

90

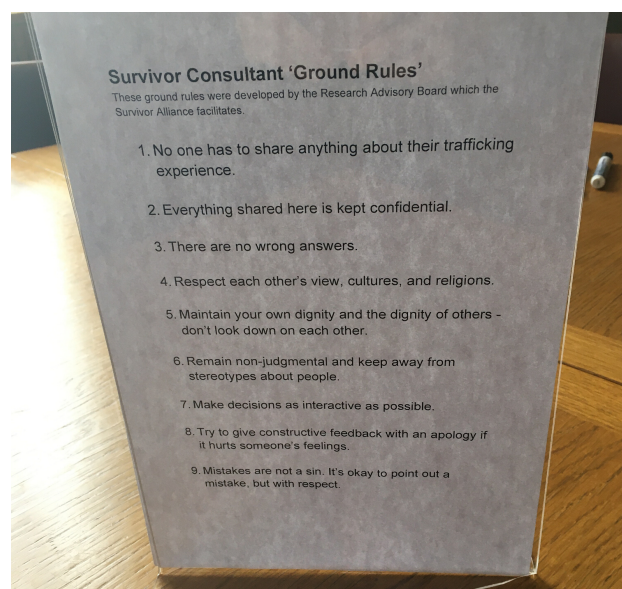
new consulting opportunities created

OVER \$9300

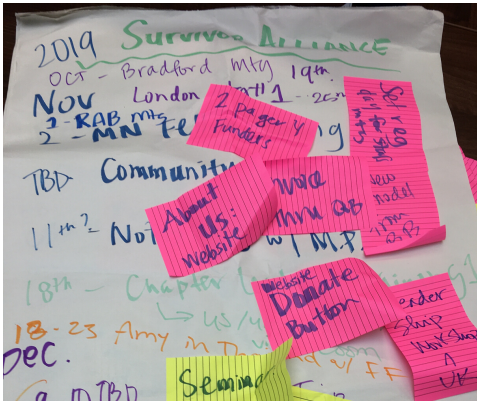
in income & scholarships provided directly to survivors

Consulting opportunities included:

- Translation of materials
- Curriculum review
- Foundation Advisory Board
- Program development
- Facilitating focus groups
- Event trainer or speaker
- Subject matter expert for a project
- Input on research project design



ORGANIZATIONAL HIGHLIGHTS



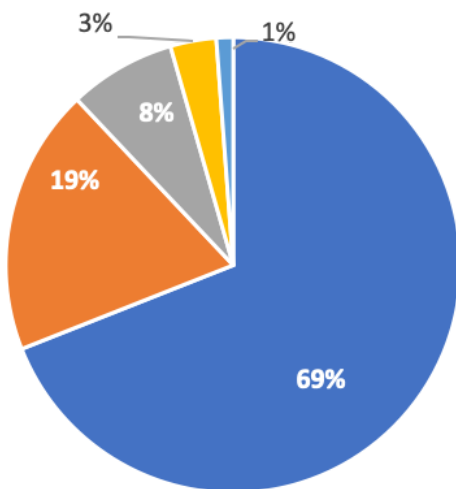
- * Celebrated 1 year anniversary in April
- * Hired a Membership Coordinator
- * Held first all staff retreat in October
- * Opened a physical office in the U.K.

- * Released three new publications
 - (1) Pre-NRM Accommodation Experiences for Survivors of Modern Slavery
 - (2) Journey of UK Survivor Network
 - (3) Survivor Empowerment: Toolkit for Allies



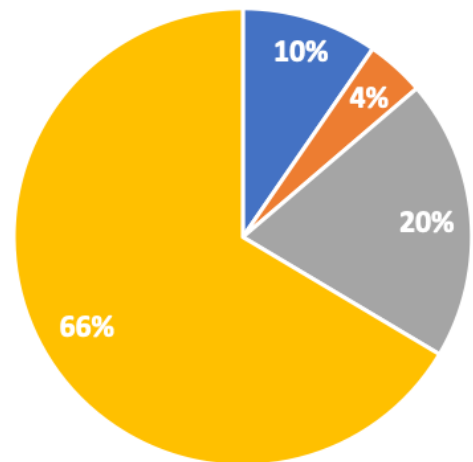
- * Received official NGO status in the US

INCOME



- Foundation Grants (69%)
- Consulting Fees (19%)
- Individual Donations (8%)
- Community Grants (3%)
- Other Income (1%)

EXPENSES



- Admin & Operations (10%)
- Survivor Stipends (4%)
- Programs (20%)
- Wages (66%)

WORDS FROM OUR MEMBERS

SURVIVOR ALLIANCE IS...

"A place to speak for yourself"

"Raising awareness about HT to be more survivor-led"

"Paid and unpaid opportunities"

"Changing the view of who we are [as survivors]"

"Self-identified platform for membership - you can say no"

"Helping people to not feel alone on this journey"



THANK YOU TO OUR MEMBERS FOR A WONDERFUL 2019.

Survivor Alliance is a registered, tax-exempt, non-profit in the United States. Tax ID number: 82-4425458

Survivor Alliance UK CIC is a registered not-for-profit in the United Kingdom. Company number: 11424700

Visit: <https://survivoralliance.org> or reach out to info@survivoralliance.org