



# **SURVIVOR ALLIANCE**

**2020 ANNUAL REPORT**

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*letter from the executive director*

# SHOWING UP

June 2021

Dear members, allies, and partners,

What a year it was for the world, the anti-slavery and anti-trafficking sectors, and for our members and our team. With Covid-19 upending our daily activities in 2020 as we knew it, we were forced to take stock and consider our goals for the year. In January 2020, we publicly shared our 3-year Strategic Plan and were excited to take immediate action. We were among the lucky organizations to have on-going and additional support in 2020, that enabled us to continue our work as well as to expand. This felt like a blessing and a challenge. Survivor Alliance as an organization was already very aware of the inequities of our socioeconomic and political system. With a global pandemic raging, existing inequities were highlighted and exacerbated. Despite our abilities to carry on with our work, retain and even add staff, our team operated under higher levels of personal stress, limited social connection, and increased contact with trauma and loss within our personal lives and our broader communities.

One of the gifts I think we offered during this time was the gift of showing up. For some members, our gatherings and meetings were their only avenues for connection. For others, consulting projects we facilitated helped buoy them financially. And when the weight of the world was heavy and there were no answers, we continued to show up for one another. The pandemic has reaffirmed Survivor Alliance's mission to unite and empower survivors of slavery and human trafficking to be leaders. When we are united, we have a community of support for those who might otherwise be alone. When we are empowered, we harness our individual and collective histories of resilience. To each of you who continued to show up with and for us in 2020, thank you. We look forward to when we can connect again in person.

Yours,



Dr. Minh Dang, Executive Director

# OUR APPROACH

## LEADERSHIP THROUGH LEGACY BUILDING

Survivor Alliance's mission is to unite and empower survivors to become leaders in the anti-trafficking movement. With survivor leadership in place, the interests and needs of survivors will become the priorities for the sector. We believe that survivor leadership is both a strategy for addressing inequities in the sector *and* for contributing to survivors' healing journey.

Survivor leadership, with a focus on legacy building, addresses the detrimental effects of human trafficking on the ability of survivors to make meaning of their lives. How does anyone make sense of senseless violence? By offering an outlet to effect change in their own lives and the lives of other survivors, survivor leadership opens the door for survivors to build a legacy for themselves and engage in new meaning making. It is our hope that this opportunity allows survivors to counteract the painful legacies of trauma. The core principles of our approach are:

### **Core Principle 1:**

Lived experience is a source of expertise.

### **Core Principle 2:**

Healing from trauma is an individual and collective practice.

### **Core Principle 3:**

Activities must create shifts in society that will improve the quality of life for survivors.

### **Core Principle 4:**

Community building challenges oppressive practices and challenges structural inequity.

## These principles inform our tactics:

### **Meaningful Survivor Inclusion**

*Programs require leadership, consultation, participation and feedback from survivors in all stages.*

### **Economic Empowerment**

*Income earning opportunities are created for survivors; Training programs are provided free of charge and costs of access are covered*

### **Wellbeing Focus**

*Programs and services are required to integrate trauma-informed practices and address potential emotional distress*

# OUR PROGRAMS

## Global Membership

We believe that power comes from community. A survivor-led, survivor community enables us to feel less alone and walk the journey of freedom together. Our Membership Program creates opportunities for survivors of human trafficking to connect, learn from one another, and build collective power. Our program includes webinars, monthly newsletters with leadership resources and consulting opportunities, social calls, and engagement in organization wide events and projects.

## Survivor Alliance Leadership & Training Programs

We believe that a survivor-led and survivor-informed anti-trafficking movement is necessary. Our Leadership Programs provide survivor-led leadership development courses, fellowships, and internships to help survivors integrate into the broader anti-trafficking sector. Members learn about the anti-trafficking landscape, discuss the privilege and price of survivor leadership, find a focus for their interests, and grow into their unique leadership skills and capacities.

## Social Enterprise: Consulting Services

We believe that sustainable financial freedom is critical to survivors' ability to build a life after being exploited. We also believe that the anti-trafficking sector needs support to engage with survivors' expertise in ethical and meaningful ways. Our Consulting Services offer income-earning opportunities to survivor leaders, while simultaneously educating anti-trafficking professionals and building capacity within the sector to become more survivor-engaged. Our Consulting Services has a focus on providing allies training, co-producing research, and supporting organizations to build employment opportunities for survivors.

# GLOBAL MEMBERSHIP PROGRAM

*"I would recommend SA to other people because they give you a platform to express yourself and listen. They don't judge, or treat you differently." - SA Member*

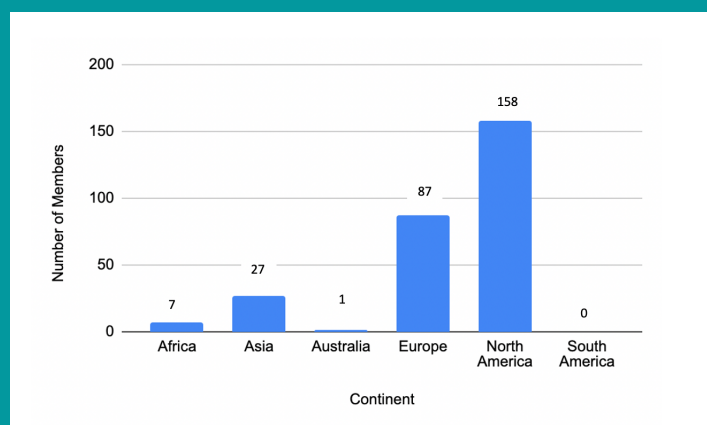
- Organized 15 online webinars for 202 attendees, 6 of them were co-sponsored with Human Trafficking Legal Center. Topics focused on employment, consulting skills, general leadership skills and social justice.
- Curated and delivered 12 monthly newsletters to share resources and consulting opportunities and "Member Spotlight" articles
- Supported members to engage in interviews and focus groups to contribute to SA's Strategic Plan
- Members worked with General Assembly to co-design our new Digital Town Square



*"The webinar was very useful and relevant and gave me confidence in how to approach gaps in CV." - SA Member*

**280**  
*enrolled members*

**33%**  
*growth from 2019*



## Membership Program Response to COVID-19

- Starting in April 2021, we hosted 'social calls' every other Saturday as an informal opportunity for survivors leaders to get in touch and break the isolation of the lockdown.
- Offered 12 consulting opportunities through our Membership Program (in addition to carrying on with our Consulting Services)
- Developed a remote running group where members trained for their first half marathon and Survivor Alliance's first Run for Freedom

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# LEADERSHIP PROGRAMS

## PATHWAYS TO FREEDOM - CAPACITY BUILDING INITIATIVE (CBI)



In March 2021, we onboarded 3 additional CBI Fellows to round out our total US-based fellows' group to 6 people. A week after our first trainings in Washington, DC, Covid lockdown measures were put in place. Not long after, George Floyd was murdered. All of our fellows were hit hard by both situations. As long term residents of Atlanta, Chicago, and Minnesota, our fellows were not new to racial discrimination by law enforcement and the health care system. For the remainder of 2020, our fellows turned their focus to ensuring their commu-

ties found immediate direct support and were connected to services. In all of this, our Chicago Fellows were also able to launch a survivor advisory group that would contribute to the City of Chicago's Anti-Trafficking Task Force.

***"It [was] tumultuous at first; but you have to work together, have emotional intelligence, and accept others' potential."***

***- Christine Nelson, CBI Fellow***

# LEADERSHIP PROGRAMS

## UK FELLOWSHIP PROGRAM - TRAINING IN ISOLATION

### Number of Fellows

5

### Training sessions

7

### Study groups

5

### Social calls

10

The UK Fellowship engaged emerging survivor leaders in England. The program incorporated training sessions on topics such as the UK Anti-Slavery Landscape, study groups to support leaders' self-initiated learning, and social calls to break the isolation of Covid lockdown measures. In addition to developing their own leadership, survivors helped to co-create the curriculum and design of our current Survivors LEAD program. Many of these Fellows became Student Tutors for LEAD in early 2021.

*"I [im]proved my communication skills and felt more confident. The program gave me the opportunity and confidence to meet other 'important' people (MP and authorities). I learnt how to search for grants, applying for it and how to report it." - UK Fellow*

## EMPLOYMENT PATHWAYS FELLOWSHIP PROGRAM

The Employment Pathways Program (EPP) creates job opportunities in partnership anti-slavery sector employers. The key objectives of this program are to (1) Provide opportunities for survivors of slavery and human trafficking to achieve financial freedom, and (2) Increase the number of survivors employed in economically stable jobs. In 2020, we launched a pilot program with Freedom Fund, placing 2 part-time Fellows in the U.K. The EPP was co-developed with survivor and ally input, and evaluation metrics have been put in place to document lessons for SA, employers, and fellows.



# CONSULTING SERVICES

## ALLY ENGAGEMENT

- Published updated version of of "Allies Toolkit for Survivor Empowerment"
- Delivered 4 allies trainings to 138 people
- Engaged in consulting projects for 20 different organizations. Project included:
  - Facilitating focus groups for survivors to provide input into NGO programs
  - Developing survivor leadership curriculum and programming
  - Reviewing awareness raising material



**Involving Survivors in Policy and Intervention Research (InSPIRe)** is a collaboration with the **University of Nottingham's Rights Lab.**

**The purpose of InSPIRe is to elevate the lived experiences of survivors as legitimate knowledge.**

# 75

*new consulting opportunities created*

## OVER

# \$39,250

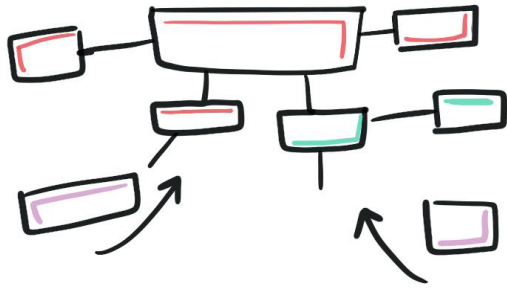
*in income & scholarships provided directly to survivors*

## RESEARCH

- Facilitated Research Advisory Board for MOMENTS 1 - A study about survivors' perspectives on recovery and mental health
- Facilitated Research Advisory Board for PROTECT 2 - A study on the effectiveness of advocacy interventions in the UK's National Referral Mechanism
- Co-authored several research grant proposals with the University of Nottingham Rights Lab and was awarded an AHRC grant to study the Risks and Impacts of Covid-19 on survivors in the US and UK



# ORGANIZATIONAL HIGHLIGHTS



\* Hired two members to join staff and retained all employees during COVID

\* Collaborated with a consultant to engage in a 3-year Strategic Planning Process

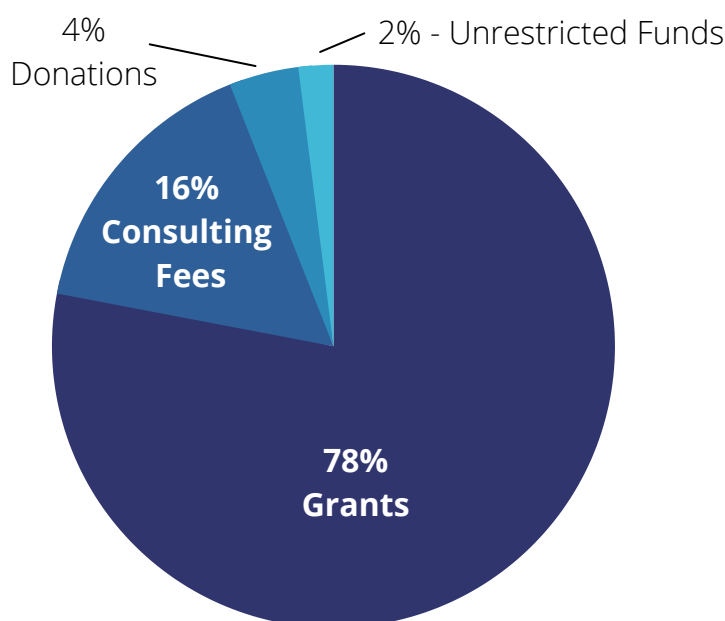
\* Transitioned delivery of all programs to remote/online

\* Increased consulting and grant income

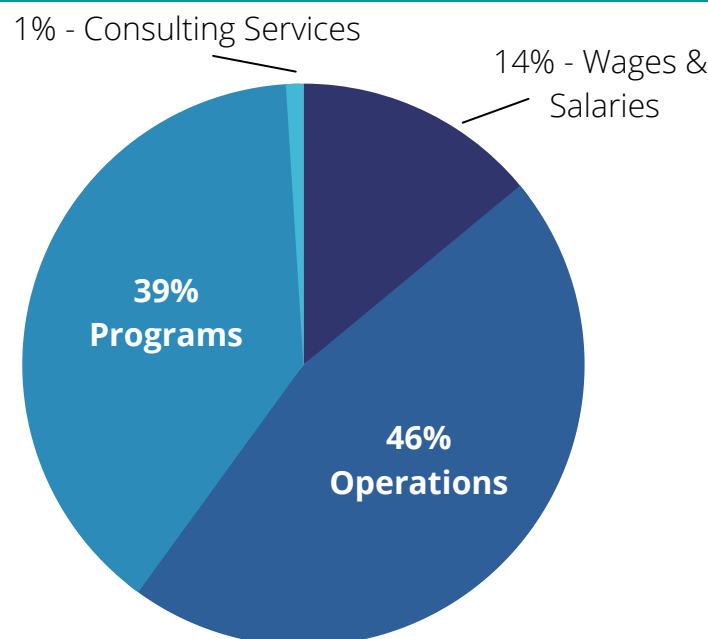
\* Collaborated with Univ. of Nottingham's Rights Lab to conduct Appreciative Inquiry



## INCOME



## EXPENSES



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

### Board of Directors

Tanya Gould, Co-Chair  
 Jeremy McLean, Co-Chair  
 James Dold, Treasurer  
 Fainess Lipenga, Member  
 Gina Reiss, Member  
 Hannah Rose Murray, Member  
 Sufayan Ali, Member  
 Minh Dang, Member and Executive Director

### Staff

Hannah Browne, Programs Associate --> Resource Support Coordinator  
 Maria Lozano, Leadership & Training Coordinator  
 Nancy Esiovwa, Membership Engagement Coordinator  
 Savannah Sanders, CBI Programs Coordinator  
 Tsend Badam, Finance and Operations Coordinator

### Donors and Funders



Natasha and David Dolby  
 The Millby Foundation  
 Elkes Foundation

### University Partner



FUNDED BY



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

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