

THE PEMBROOK FELLOWSHIP

United Way Worldwide and Survivor Alliance are collaborating to implement an innovative program that will enhance survivor representation within the anti-trafficking sector in the United States. This program will provide survivors of human trafficking a fellowship placement at anti-trafficking nonprofits throughout the United States, while equipping non-profit partners with the tools needed to create a trauma-informed and inclusive workplace.

Survivors of human trafficking will be empowered with leadership training for diverse roles across the anti-trafficking sector while also being provided with a competitive part-time salary, access to support for health benefits, and the opportunity to build a career. Fellows will have guidance and support as they practice professional boundaries, learn to work with a team, and gain experience meeting deliverables and managing project timelines. Organizations will be prepared to host a fellowship through in-depth assessments and recommendations, allies training for staff, and ongoing support for fellows and supervisors.

With Survivor Alliance's expertise developing employment pathways for survivor leadership and the extensive relationships held by United Way's Center to Combat Human Trafficking in the anti-trafficking sector, we believe this partnership brings together the right people and resources. The program has been uniquely designed to foster partnership and collaboration between survivors and allies by matching nonprofit organizations in the anti-trafficking sector with survivor leaders, based upon their skills, interests, and values.

We hope you will join us!

We are inviting you to consider partnering with us and creating space for a Fellow at your organization. Your partnership will contribute to transforming the anti-trafficking NGO sector to become an accessible career path for survivors of human trafficking.



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WHAT IS THE COMMITMENT TO HOST A FELLOW?

- Agree to the 18 month time commitment of the fellowship program, inclusive of:
 - Organizational assessment and trainings
 - Part-time fellowship placement (0.50FTE for 12 months)
 - Monitoring, evaluation, and learning
- Create a position/project description, safeguarding agreement and contract that is approved by Survivor Alliance and United Way Worldwide (assistance available for this)
- Provide a wage of \$30,000 + Benefits* for fellow (paid across 14 months including onboarding and offboarding)
- Supervisor must have prior managerial experience
- Complete an organizational assessment and be open to feedback and recommendations
- Ensure all organizational staff actively working with the fellow attend required trainings

** This may vary based upon the allowances/restrictions of your organization but must be pre-approved by Survivor Alliance and United Way Worldwide unless written into the contract.*

SUPPORT PROVIDED TO ORGANIZATIONS

- Training on organizational allyship, trauma-informed supervision and equitable recruitment/hiring practices
- An organizational assessment with a focus on processes, work environment and structure to promote equity, inclusion and sustainability
- Recommendations for an organizational improvement plan
- Ongoing monthly support for supervisors (cohort peer sessions, and group meetings with trauma-informed support specialist)
- External support for fellows (peer support, community building, professional coaching)

SUPPORT PROVIDED TO FELLOWS

- A supported on-boarding process that allows for graded introduction into the partner organization, and an initial skills assessment and training
- Co-development of a Fellowship success plan
- (Optional) Ongoing peer support and meetings with trauma-informed support specialist
- A supported off-boarding process that includes reflection on growth and development, as well as guided planning for Fellow's next steps or job search



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