



8th Annual Freedom from Slavery Forum “Opportunities in an Age of Adaptation”

2020 Forum Report
October 26-29, 2020

www.freedomfromslaveryforum.org

Special Thanks to the 2020 Forum Funder



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Introduction

Background

The Freedom from Slavery Forum was established to gather anti-slavery leaders from around the world to create a collegial space to coalesce, create partnerships, discuss promising practices and develop a shared agenda for action. Participants have built relationships and prioritized actions in advocacy and collaboration with other sectors.

The 8th annual Forum happened in a unique and exceptional environment. Countries have taken measures to contain the COVID-19 global pandemic, but modern slavery – including sexual slavery, child labor, forced labor and human trafficking – has grown worse. Civil society organizations are at the front of the fight, but are experiencing increased demand for services while facing a decrease in funding, driving an urgent need for innovation in advocacy and other programmatic design and delivery.

2020 Forum Format and Participation

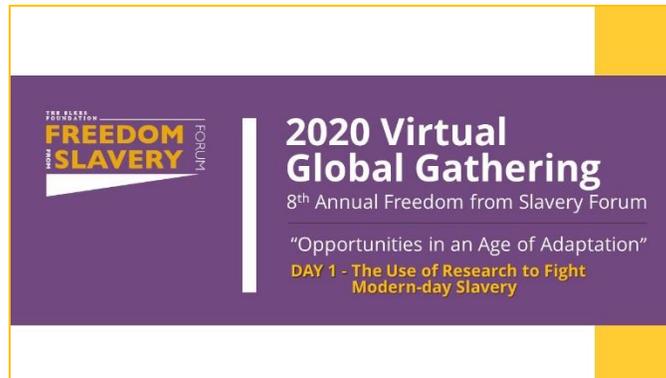
It was in the global climate of adaptation that the 8th annual Forum adapted to the realities imposed by the pandemic. The 2020 virtual forum was an opportunity to increase participation, interaction, networking, learning and sharing. The forum was structured into four 90-minute virtual sessions, each focusing on a different theme.

- Day One, October 26, 2020: The Use of Resources to Fight Modern Slavery
- Day Two, October 27, 2020: Strengthening Advocacy from Grassroots to Global
- Day Three, October 28, 2020: Empowering and Learning from Survivors
- Day Four, October 29, 2020: Fundraising and Resource Mobilization

The 2020 Forum featured 27 presenters from governments, multilateral institutions, academia, foundations and civil society organizations. The diverse panels included representatives from organizations in Australia, Canada, France, Ghana, Kenya, India, Switzerland, the United States and the United Kingdom. The virtual events were free to attend and open to everyone in the anti-slavery movement. Across the four days, 554 individuals registered and 285 individuals from 33 countries participated (including presenters).

Forum Video Recordings

This report summarizes presentations during the 2020 Forum. Full recordings of the proceedings are being made available on the Forum website: www.freedomfromslaveryforum.org.



Theme One: The Use of Research to Fight Modern Slavery

Counting prosecutions and estimating prevalence are only part of strengthening the evidence base. How can the drivers of modern slavery and the impact of interventions be measured in ways that shape policy decisions, generate funding and inform the design of front-line interventions – especially during a pandemic?

To address these questions, the Forum invited research experts from academia, civil society organizations and international organizations. Day One speakers:

- **Forum Advisory Committee Host:** Bukeni Waruzi | [Free the Slaves](#)
- **Moderator:** Davina Durgana | [Minderoo Foundation/Walk Free](#)
- **Keynote Address:** Kevin Bales | [University of Nottingham Rights Lab](#)
- **Panelists:**
 - David Okech | [Univ. of Georgia African Programming & Research Initiative to End Slavery](#)
 - Michaëlle De Cock | [International Labor Organization](#)
 - Alice Eckstein | [United Nations University Center for Policy Research, Delta 8.7](#)

Keynote Address:

Kevin Bales of the University of Nottingham Rights Lab

Kevin Bales opened the 2020 Forum with a motivational address that reflected on progress during the past 20 years, and on lessons learned from earlier eras in the abolition movement. Excerpts from his remarks:

“The remarkable progress toward freedom over the last 20 years does not mark the end of our shared commitment and sacrifice. It's not even the beginning of the end. But I do believe we are arrived after 20 years at the end of the beginning.”

“I'm thinking today of those liberators who in the last 20 years have died while setting others free. In India and Pakistan, in Brazil, in many other countries. And I'm thinking of those people

in slavery who were killed on the cusp of their freedom when slaveholders played their last deadly card 20 years ago, in 2000, in Nepal alone, thousands died on the brink of freedom.”

“And I’m thinking how we must learn from those deaths and from the anti-slavery movements of the past. From the American movement that closed up shop, just as the ugly re-enslavement of African Americans began in the Deep South after the Civil War, a vicious and insidiously legal system of state sponsored slavery that lasted until 1940. And we must learn from the British movement that likewise folded their tents. After winning that first hard victory in 1807. And some million more slaves were shipped from Africa to the New York New World afterwards. Our eyes must rest on a higher prize, our dream, our object, the expenditure of our strength, must seek only one goal, the end, the end of slavery, everywhere, and forever.”

“And we know this is possible. Every enslaved person who steps into freedom proves it. And around the world. The world is more are moving toward freedom every day. And we know our enemies. For one, the argument about what is and what isn’t slavery. Those arguments are over child and forced marriage slavery, child soldier slavery, rape and commercial sexual exploitation slavery. Debt is no excuse for slavery. Incarceration does not blind us to the truth of slavery. When people are treated as if they are things, property. Objects without humanity, there is slavery.”

“The road before us is long, and it’s still rising. Unanswered questions still swarm about us. How do we bring reconciliation and redemption to the millions of slave holders? We know from the history of America, that if we leave them unreached and unreformed, that leads to a vast system of racism and violence, discrimination and suffering. It leads to a nation that spews out a plague of hate year after year. The botched emancipation of 1865 has to be our negative guide to liberation, and how freedom is truly gained and lived. We’re fortunate to be here and now, all of the struggles of the past to build a foundation that is firm, and sound and solid as sacrifice and strength can make it we know the bare minimum of what we need to carry freedom to fruition.”

“The resources we raise will need to be multiplied and multiplied again. Our goal now is to move from millions to billions, from local to global, from disorder in our movement to unity. Yes, we’re fortunate where it’s our challenge and honor to deliver a new birth of freedom. One that reverberates in every heart and home and nation. And together we will we can and will achieve that.”

Panel Presentations:

Moderator Davina Durgana | Minderoo Foundation/Walk Free

Davina Durgana presented a video introduction to the recently released “[Stacked Odds](#)” research report from her organization.

“One in every 130 women and girls is living involved in slavery today, 71 percent of all victims of slavery across the world,” the research finds. “Not only do women and girls account for almost all cases of forced sexual exploitation and forced marriage, they also make up the majority of victims of forced labor. Modern slavery is driven by power imbalances, such as race and gender. Inequality is stitched into the fabric of the laws and cultures that shape our

lives. These inequalities and legal roadblocks exist in every country on Earth, and they stack the odds against girls even before they are born.”

The Stacked Odds report calls for governmental action to address this disproportionate risk.

“We are demanding governments legislate against forced and child marriage. And that system such as *kafala*, which normalizes the exploitation of migrant workers are eliminated. We are also calling on governments and businesses to prioritize supply chain transparency to ensure workers are protected and to guarantee a living wage, including protection mechanisms for crisis situations. We need a shift in global thinking a new normal, where girls are equally valued and respected,” the report advocates. “Every family society and country must unlearn the social norms that have put girls at a disadvantage.”

Michaëlle De Cock | International Labor Organization

Michaëlle de Cock began her presentation with an overview of how global slavery prevalence has been measured by the ILO. The work began in 1998 because policymakers demanded it. “If you want us to dedicate money, to dedicate forces to combat forced labor, we need to know the extent,” she recounted them saying. Over the past years, methods needed to be developed to define the forms and elements of forced labor and then convene international statistical bodies to reach agreement on standards to effectively measure it. The development of survey tools remains a work in progress, including a focus on national prevalence, sector surveys, global supply chains, ethical guidelines, and training tools for enumerators. Emerging research is focusing on understanding the economic determinants of forced labor to develop predictive models, estimating the cost of global elimination of forced labor, updating the estimate of illicit profits made by traffickers, creating tools to track trends and the impact of interventions, and the creation of tools for policy analysis. She noted that the next Global Estimates of Modern Slavery report is currently in production, to be published in 2021.

David Okech | Univ. of Georgia African Programming & Research Initiative to End Slavery

David Okech began his presentation by describing his “CHEERS” guiding principles for human trafficking research: collaboration, honesty, ethics, empathy, responsibility and sound science. He stressed that prevalence is an important measure to provide a landscape for policymakers and funding organizations, and to show improvement or worsening in certain regions. Okech’s project uses a collective impact approach. This includes shared measurement systems to understand mutually reinforcing activities across various programs. “These are lots of program evaluations,” he said, “but we still don’t know what works, because not many of them actually have shown the efficacy of various programs.” This leads to information and policy gaps that need to be filled. Most evidence-based models focus on child sex trafficking in Western settings, and so there is a need for research in different contexts.

Alice Eckstein | United Nations University Center for Policy Research, Delta 8.7

Alice Eckstein noted that Sustainable Development Goal 8.7 requires countries to take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and eliminate child labor, but it does not define what “effective measures” are. That is why Delta 8.7 was created, to be a global knowledge platform to convene research and data to identify those effective measures. The project’s data dashboards (currently for 84 countries) help stakeholders visualize data to inform policy decision making and programmatic design, identify gaps, and track progress. Delta 8.7 is now developing data-driven policy guides for confronting forced and child labor in three key contexts: justice system, economic markets and crisis situations. They will be released in early 2021. “Code 8.7” is a program to improve data systems. Convening research and data is a key focus in the COVID-19 era, and the Delta 8.7 platform is providing a platform to share research on school lockdowns, limits on services to survivors, and a finding in the Indian state of Bihar that 43 percent of adults who are in debt bondage had borrowed money to pay for medical care.

Questions and Discussion

Question: How do we get past denial mode by governments of data that prove the problem exists?

Eckstein noted that rigorous methodology is a key to credibility, and said governments should be involved in data collection to encourage engagement with the findings. Bales noted that linking front-line grassroots advocacy to the scientific credibility of globally-accepted platforms like Delta 8.7 is one way to overcome resistance by governments. De Cock stressed the importance of globally-accepted measurement standards will create trust in the results – and she noted that civil society must be involved in the survey design to build credibility into the research.

Question: How can big data and artificial intelligence be used in our field?

Bales noted that machine learning is able to combine disparate data to create new insights in a comprehensive way, such as combining satellite data and bank transfer data. Durgana cautioned that machine learning carries a risk of building human bias into the ways that machines process data, and we must be cautious.

Question: What is the way to measure perpetrator behavior and use data to understand how to effect change by slaveholders?

Bales refereed participants to the book [What Slaveholders Think](#). Eckstein noted that the Delta 8.7 justice policy project is looking at effective prosecution systems. Okech notes that reeducation of slaveholders is counter economic factors that allow exploitation of cheap labor, and community education to reduce vulnerability is vital.

Question: How can anti-slavery researchers pivot to cope with the COVID-19 pandemic?

De Cock noted that face-to-face field enumeration is not possible in some situations today, and that field staff needs to be protected. Bales noted that the U.K. government has actually funded research on the impact of COVID-19 on trafficking and social services – work that can be done by phone. As well, he says, there is desk work to be done during the current moment, such as building databases with existing data, such as a global database of all anti-slavery laws.

Question: How do we prevent deportation of migrant worker populations that might be identified through research, how to researchers reach migrants who might be hard to reach because of deportation risks, how do we get community organizations to work independently of government, and have you measured collective bargaining rights and living wage standards as risk indicators?

Eckstein noted that stateless populations, and the desire of governments to hide them from researchers, is a significant issue. Durgana noted that a recent edition of the [Statelessness and Citizenship Review](#) covers this issue. Okesh noted that civil society independence is important because government actors can be complicit, and government staff turnover can be frustrate the work because of the need for new training and engagement. Durgana noted that Minderoo/WalkFree has published [Protecting People in a Pandemic](#).

Forum Advisory Committee Host Wrap-Up

Bukeni Waruzi | Free the Slaves

Bukeni Waruzi noted that a key takeaway for him was that the tools are being developed and the knowledge base exists about effective ways to combat modern slavery, so the picture is hopeful despite the pandemic.



Theme 2: Strengthening Advocacy from Grassroots to Global

How have the [U.S. Trafficking Victims Protection Act](#) and [U.N. Palermo Protocol](#), now 20 years old, shaped the anti-slavery movement? How can we galvanize coordinated global action to more effectively serve enslaved individuals and vulnerable populations?

To address these questions, the Forum partnered with the Gilder Lehrman Center for the Study of Slavery, Resistance, and Abolition at Yale University. Day Two speakers:

- **Forum Advisory Committee Host:** Shawn MacDonald | [Verité](#)
- **Yale University Host:** David Blight | [Yale University Gilder Lehrman Center](#)
- **Moderator:** Luis C. deBaca | [Yale University Gilder Lehrman Center](#)
- **Keynote Addresses:**
 - Anousheh Karvar | Government of France | [Alliance 8.7](#)
 - Hillary Rodham Clinton | Former U.S. Secretary of State (pre-recorded)
- **Panelists:**
 - Charlotte Oldham-Moore | [U.S. Senate Foreign Relations Committee Staff](#)
 - Cheryl Perera | [OneChild Canada](#)
 - Deepika Mittal | [Global March Against Child Labor](#)
 - Joha Braimah | [Free the Slaves](#)

Keynote Address:

Anousheh Karvar | Government of France | Alliance 8.7

Anousheh Karvar’s opening keynote remarks helped build a bridge between 20 years of anti-slavery activism and the current mission of Alliance 8.7, the global effort to achieve [Sustainable Development Goal](#) 8.7 (the end of forced labor, human trafficking and child labor). Her remarks:

"I'm honored to be here and I'm really impressed by this mutual mobilization. We need this mobilization more than ever in the current context as the impact of the pandemic may reverse years and years of progress in the fight against modern slavery and trafficking in persons. We know that the dramatic increase in poverty exposes the most vulnerable and we must make sure all actors including governments and international organizations strengthen their efforts to protect them from human rights violation.

"In the past 20 years, great advances have been made in the global efforts to end trafficking in persons. The U.N. Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the U.N. Convention Against Transnational Organized Crime, adopted in the year 2000, provided the first internationally agreed definition of trafficking in persons. After 20 years of near universal ratification, the Palermo Protocol has provided an international framework that has not only facilitated the adoption of national legal frameworks to combat the crime, but also impelled a global anti-trafficking and anti-slavery movement, encouraging cooperation amongst governments, and between governments and intergovernmental organizations, as well as civil society organizations.

"Since the protocol's adoption, according to [U.N. ODC](#) [U.N. Office on Drugs and Crime], more than two-thirds of U.N. member states have criminalized human trafficking as in the definition of Article Three frameworks, such as the U.S. Trafficking Victims Protection Act, have been also very instrumental. One main contribution to shaping the responses to fighting this crime is the 3P Paradigm. Fighting trafficking in persons should be centered on the prevention of the crime, protection of victims and prosecution of perpetrators. But later on, a fourth P was added partnerships.

"I'd like to put the emphasis on this the dreadful practices we are dealing with our multi-dimensional and transnational nature. Tackling them requires coordination of policies and entities at the global and country levels. Let's be clear, individually, we want to eradicate the scourge of human trafficking. We need to work together under our various mandates, and bearing in mind our specificities as international organizations, civil society businesses and governments. But we must go beyond consulting each other, we must now take concrete actions.

"The ILO and Free the Slaves have already shown the way in line with the Bangkok Statement adopted in 2018. Concrete action and collaboration have been undertaken in the framework of the Alliance 8.7, relying on each other's expertise. For instance, the Alliance 8.7 global estimates have greatly benefited from the Global Slavery Index. Clearly, it's just an example. And such precedents call for more.

"My priority as chair of the Alliance is also to make sure that this multi-stakeholder approach is a reality on the ground, not just in words. All actors, including NGOs, should work together in the 22 Pathfinder countries that we have. This is the reason why we have been working within the Alliance 8.7 for a stronger framework of engagement with Pathfinder countries

when they develop their national strategies to achieve target 8.7 including child labor, forced labor, human trafficking and modern slavery. I also believe it is key to strengthen the modern monitoring and evaluation process to make sure getting the Pathfinders status is not the end of the journey, but rather a critical step in the process of putting together all energies in favor of achieving target 8.7. For this to become a reality, your commitment at the global and country levels is essential.

“Please be assured that with the Alliance you have at your disposal, a forum to directly engage with other key actors. And please be sure that in the process, my door will always be open to you. Thank you very much.”

Keynote Address:

Hillary Rodham Clinton | Former U.S. Secretary of State

Hillary Clinton recalled the formative days of the modern anti-slavery movement, and called for a “Decade of Determination” to end modern slavery as the Forum observed the 20th anniversary of the U.N. Palermo Protocol and the U.S. Trafficking Victims Protection Act. Clinton said much progress has been made to date, but more needs to be done. Her remarks:

“Every year as Secretary of State, I would host the trafficking in persons report rollout. After the event was over, anti-trafficking advocates would stay for hours talking and strategizing. You know, sometimes to the chagrin of the State Department fire marshals who are always shocked at the size of the crowd. The Freedom from Slavery Forum presents an opportunity to come together once again, around this critical shared mission. I'm very glad to have a chance to participate virtually thanks to Dr. David Blight for your work through the Gilder Lehrman center. Thanks as well to Bukeni Waruzi and your team at Free the Slaves.

“We've come a long way since International Women's Day in 1998, when we challenged the world to adopt the 3P Paradigm of prevention, protection and prosecution. The Decade of Development that followed saw the sharpening of our understanding of this issue, the adoption of domestic legislation and the growth of best practices. As Secretary I was proud to call for a shift into a Decade of Delivery, and what a productive decade it has been. In the U.S., we've added the fourth P of partnership, and work to hold ourselves to our own standards. Around the globe, we are almost at universal ratification of the Palermo Protocol. Countries that once denied they had human trafficking in their borders are now finally confronting this crime.

“As we mark the 20th anniversary of the Trafficking Victims Protection Act, and the United Nations trafficking protocol, we have a chance to assess the state of the field. Because the truth is, we still have a long way to go. Too few victims are identified and even fewer get the help they need. Those who are identified are often only given short term assistance, and labor trafficking whether of women men or children, continues to be an afterthought for too many jurisdictions. So today, I'm calling for a Decade of Determination. It is time to take stock of our

efforts to determine what is working and what is not. And most importantly, we must stay determined. I'm proud that the last two decades have seen so many people from different countries, faith traditions and ideologies, commit to tackling this issue. And I know that together, we'll be able to deliver on the promise of the Universal Declaration of Human Rights, that no one on this earth will be held in slavery or servitude.

"Thank you for all you're doing. And let's keep going."

Interview by Moderator

Charlotte Oldham-Moore | U.S. Senate Foreign Relations Committee Staff

Charlotte Oldham-Moore described her experiences working in Congress as the first Trafficking Victims Protection Act (TVPA) was passed 20 years ago, and her subsequent efforts to strengthen it over time. Excerpts from her discussion with moderator Luis C. deBaca:

"It was a perfect storm of a lot of different threads. We had brilliant and relentless civil society who brought it to our attention. And we had great journalism. And journalism is critical in this getting the story out. Media was covering the movement of women out of the former Soviet Union into Israel that captured a lot of people's attention. And we had Kevin Bales' book, and there were stories percolating up. At the same time you had members of the Senate and the House who were profoundly committed to human rights, and really believe that you could get something done in this space. And they knew that the only way you can really ever get anything done is through bipartisanship through left-right coalition."

"I've been working on moving legislation for 20 years, and I just can't overstate how important active relentless civil society is, and also the connections, the heart connections with the people who are impacted. You have to have a deep understanding of the social problems, the interlocking issues that need to be unpacked. But for politicians who have so many competing issues on their agenda, connection with survivors was transformative."

"The TVPA honestly, was one of the hardest, most difficult, unpleasant professional experiences I've ever had. We had all these shenanigans from members, we had just very difficult policy issues. We had it in the press some of our bosses were being pilloried for being 'pro sex, prostitution.' But the brilliance of some of our members was, instead of saying, we did a great job, let's walk away and work on some other hair on fire problem, some of our legislators were really smart. And they said, we're going to make this law expire every three to five years. And so we have to go back in it and perfect it and back in it, and perfect it. And so I think that has been really smart. And that's been a prompter for the NGO community, the members to get in a room and talk about this stuff."

"The Palermo Protocol is really important. I think United States right now is extremely inward looking. With the SDGs, I'm a little concerned because we don't have some have migrants in there as much as they need to be. I think a lot of the trafficking space, we need to start thinking

about it in the terms of migration, I think we're going to have 300 million people on the move in just a couple of decades. And I think we need to better integrate that in terms of the global forced migration problem.”

“I worry broadly, that we are not engaged in a way we need to be in the multilateral space in the U.N. space in terms of the sort of an American exceptionalism, we got this, we don't need to worry, we don't need your help, we got this. But in fact, we don't have this. And we could be much better at the work we do if we play more and learn more from the U.N. system, the multilateral system. We need to learn from our brothers and sisters from other countries, we need to really aggressively participate in the multilateral institutions and incorporate what we learned and bring it back home and not just leave it on the shelf.”

Panel Presentations:

Panelists were asked to describe the unique forms of activism they have been employing. Three speakers focused on their programs to protect children.

Cheryl Perera | OneChild Canada

Cheryl Perera recounted how her activism began as a teenager visiting her parents' home country of Sri Lanka to learn more about human trafficking. After meeting survivors and activists, she volunteered to pose as a decoy for a police sex trafficking sting operation. Ever since, she has been an advocate for youth activism in Canada. Young people aren't given opportunities to shape programs and policies, so Perera founded OneChild to facilitate a youth activism. They have educated students and teachers at more than 230 Canadian and U.S. schools on trafficking and youth safety, and to train youth to be policy activists with local governments. They've helped build a shelter in the Philippines. They convinced Air Canada to produce in-flight videos to combat sex tourism, reaching 22 million passengers, and having children conduct awareness raising campaigns in the travel and tourism sector. A Youth Advisory Squad helps guide a movement of young people within the broader movement against child sex trafficking.

Deepika Mittal | Global March Against Child Labor

Deepika Mittal explained that the Global March is a Southern-led movement of child rights organizations, trade unions and teachers' associations, working in 40 countries. They started when seven million people marched across 103 countries for six months in 1999, ending at the ILO convention to ban child labor. The March conducts advocacy campaigns, building an evidence base, increasing capacity among stakeholders, promoting a gender responsive lens, and engaging in national programs and global coalitions. The March has launched Parliamentarians Without Borders to mobilize more than 150 members of parliament. The March promotes a Child Friendly Villages program, using a rights-based approach to empower communities and children. The March also works with business in the food and metals sectors to increase responsible business conduct.

Joha Braimah | Free the Slaves

Joha Braimah explained that the Free the Slaves (FTS) mission is to change the conditions that allow modern slavery to exist, with a community-led approach. Community members help design and conduct the field activities. The model's pillars include 1) community education and mobilization; 2) liberation, care and reintegration; strengthening the rule of law; improving socioeconomic security; and monitoring, learning and evaluation. The FTS approach is to work through grassroots partners, not to do direct project implementation. FTS brings its field knowledge to influence national and global advocacy and build coalitions. FTS operated the world's first "Child Protection Compact," where the U.S. government partnered with Ghana's government for a multi-year intensive effort to build bridges between rights holders and duty bearers, to develop community action plans that linked into district-level development initiatives, and to bring victims and survivors into Ghana's national social protection strategy.

Panel Discussion

Question: Please address the problem of silos and gaps between strategies and organizations.

Mittal noted that the Global March is a network, so it is designed to bring groups together. Multi-stakeholder initiatives, such as the International cocoa Initiative helps build bridges. Alliance 8.7 and its Pathfinder Country model brings stakeholder together. The Forum itself helps bring people together. But at the national and community level there is still more work to be done.

Question: Multi-stakeholder initiatives have their critics. Is there a way to improve them?

Braimah noted the main goal of MSIs is to have impact on local dynamics at the community level. So it is important to ensure communities and survivors and civil society participate in meaningful ways from the very beginning and at each step of the way so they can shape the initiatives and not just react to them.

Question: How can you bring affected individuals into the movement to power the next 20 years of the fight?

Perera noted survivors need skills building and mentorships to move them from storytellers to advocates to decision makers and leaders – training in communications, leadership, public speaking, and social entrepreneurship. This includes mentorships and funding to build these skills.

Audience Questions:

Question: Are there other elements that should be added to the 3P model?

Braimah said it's mostly about implementation of the existing models, not needing new elements.

Question: How do we take advocacy forward in places where authoritarianism makes it difficult?

Mittal noted that international coalitions and networks allow for activists in places where civil society space is not threatened to speak up about places where it is. She urged activists to speak up on behalf of others because one never knows when you may need them to speak up for you.

Question: What are the latest prosecution trends?

Moderator Luis C. deBaca noted that there is no denying prosecutions globally are down. Some of this may be COVID, but we must not let people hide inaction by blaming the pandemic. Part of the problem is outdated thinking in many places where prosecution is focused on cross-border movement of people for prostitution. They don't see child labor as part of the problem. In the U.S. prosecutorial attention has swerved overwhelming to sex trafficking, and even child sex trafficking cases have gone down under the current administration. So we need to get our existing laws enforced across the board.

Question: Have donors been stepping up, and to fund the most important things?

Braimah said donors haven't stepped enough to meet the scale of the problem, and many of the grants are short-term while at least three years are needed in a community to see changes in attitudes and behavior. As well, funding tends to target one economic sector rather than being holistic, which pushes the problem from one industry to another.

Forum Advisory Committee Host Wrap-Up

Shawn MacDonald | Verité

Shawn MacDonald noted that it was inspiring to hear Hillary Clinton call for a Decade of Determination in the anti-slavery movement. And he noted how his organization is eager to work with others around the world to make sure that as migration increases due to rising inequality and climate change that we press the right levers of power to make sure there is less vulnerability to trafficking.



Theme 3: Empowering & Learning from Survivors

How can we achieve stronger survivor engagement and leadership in the anti-slavery movement in advocacy, research, policymaking, awareness-raising and project implementation?

To address these questions, the Forum invited trafficking survivors and others who work with survivors. Day three speakers:

- **Forum Advisory Committee Host:** Zoe Trodd | [University of Nottingham Rights Lab](#)
- **Moderator:** Tina Frundt | [Courtney's House](#)
- **Keynote Address:** Deborah Pembroke | [Monterey County California Rape Crisis Center](#)
- **Panelists:**
 - Sophie Otiende | [Liberty Shared](#) | [HAART Kenya](#)
 - Ima Matul | [National Survivor Network at the Coalition to Abolish Slavery & Trafficking](#)
 - Sarah Bessell: [Human Trafficking Legal Center](#)

Keynote Address:

Deborah Pembroke | Monterey County California Rape Crisis Center

Deborah Pembroke's keynote address focused on the need to move beyond survivor involvement to survivor leadership in the anti-trafficking movement. Excerpts from her remarks:

“Survivor leaders and our allies have grown hoarse asking far too many anti-trafficking organizations to do better with outreach to end the use of language around rescue and saving survivors to be accurate and to end the sensationalism, only to be told that we don't understand. People with degrees and salaries have told us that a compelling message was more important than accuracy. That the sensationalism was necessary for funders or for donors, or for politicians or for public awareness. And now history is showing us the results. What happened when those who make decisions and the movement that is separated from

those most impacted by their work? The acceptance of sensational disinformation and our movement has left us vulnerable. And I fear the results are apparent now that state actors with political agendas are using the anti-trafficking movement and survivors as pawns. QAnon and other extremist ideologies have weaponized the same sensational messages that were used far too often for their own political purposes.”

“So how do we learn from history? How do we build a movement that is grounded and resilient and ready to transform our communities and end human trafficking? We acknowledge that is no longer enough just to listen or empower, or learn from survivors of human trafficking. Survivors of human trafficking need to be in charge. I'm not talking about a few luminaries who lived through the horror of our experience to share an inspirational story. I'm talking about a broad based, diverse array of survivor leaders with experiences as wide and ranging as our trafficking experiences.”

“The state of California CSEC Action Team...conducted a survivor-conducted research survey of 56 different organizations serving child trafficking survivors from child welfare to direct services. Although 90 percent, over 90 percent, said that having survivors on staff increase the quality of all of their programming, only 27 percent actually had survivors of human trafficking on staff. And all of those survivors were at low paid entry level positions. Remarkably, the majority of these organizations, 65 percent, said they were survivor informed, yet had no professional engagement with survivors.”

“We created a word cloud of the different language that the respondents use to why what barriers they faced when they tried to hire survivors. What we heard back from the organizations was a profound projection of the lack. They thought survivors were lacking in what was necessary to do the work. But I put forward for any organization that would feel that Frederick Douglass or Nadia Murad or Tina Frundt, more Ima Matul lacked the skills that your organization would need, this would be an issue more with your organization, and their internal structure, then with survivors across the board.”

“Right now. Where is your organization on the survivor leadership ladder? Are survivors relegated to fundraising and storytelling, asked to knuckle under our trauma and share the worst moments of our lives for a goal that you didn't have any power in setting? This is the lowest level where survivors decorate the work that have no say in it. Are we low wage or even unpaid workers given tasks but no power or influence? This is the assigned and informed level. Or we brought in as consultants asked questions and then said goodbye. This is informed dialogue. Or is the work truly initiated by us designed by us implemented by us? Are we sitting on boards are we in upper management, determining the scope and breadth of the work? These are the upward levels of this ladder. This is where we want to be to have a robust, forward-thinking, resilient anti-trafficking movement.”

“Talking about organizations being survivor informed or survivor centered, sadly, is just a label slapped on business as usual. Or calling our organization survivor led where that's just a single luminary who is the only voice. Instead, let's talk about true survivor governance where survivors initiate, design, implement and evaluate. Survivors have power and capital, survivors from a wide array of backgrounds all have a shared impact and capacity to create real change.

“Our movement has a wealth of strong, smart, creative, compassionate and powerful survivors who are truly understanding what it takes to heal our lives. And to heal our communities. We are ready. We are with you. Let's do this together.”

Panel Discussion

Moderator Tina Frundt asked questions to the panelists to guide the conversation and spotlight their work, and she offered her own observations. Below are edited remarks from the conversation.

Question: How is the pandemic affecting you?

Ima Matul | National Survivor Network

“This pandemic is affecting all of us, it hit us really hard, we weren't ready for this situation. So especially for survivors that don't have an office job, lost their job. So it definitely affecting them financially, affecting their family, affecting their mental and health well-being. And so, we have to shift our focus. What I do at CAST is a survivor leadership development program, but because of the pandemic we have to shift our focus to supporting survivor either financially, mentally, and physically as well, because I work with some elderly survivors as well. And the survivors that I work with are not like a current client, so they are not qualified for most grants that are only for clients, but not for those who are graduated. So what I have to do, I'm sure many of us, do fundraising, reaching out to allies reaching out to partners, asking for help, and providing them with a gift card for groceries and helping them applying for unemployment benefits, any other benefits that, they may qualify.”

Question: What role does litigation play in a survivor's recovery?

Sarah Bessell: Human Trafficking Legal Center

“I think that the choice to pursue litigation can be so empowering for our clients, taking justice into one's own hands, for example, the choice to choose to accept a settlement offer or to continue to trial, the choice to even file litigation to begin with can be so empowering. But what we have to remember is that successful litigation is so dependent on the stability of our clients. Legal representation cannot be divorced from ensuring that a client is receiving stabilizing social support and services. And in addition to that, I would note that, you know, it's not the lawyer that is responsible for defining justice, the client is the survivors are, and it looks different for each person. And so I think that for the lawyers in the audience, that we need to think of our role and justice as part and parcel of a survivors recovery, not the only part of their recovery, and how does that fit in to their larger journey on their way to thriving, and also, you know, you might come across a client that is not interested in litigation. And to the empowerment point, that's their choice. But you know, while a client might not be interested in pursuing litigation, survivors have a host of legal needs that they require to undo

the harms of their trafficking, be it a custody battle, the need for pro bono family lawyers, tax issues are a huge part of representing trafficking survivors that I was not prepared for coming out of law school, as well as other things, like name changes. So they have businesses patent law to look into, to look into IP lawyers. So there's a whole host of legal needs that survivors need beyond just that immediate recovery, but legal needs that support them in thriving and growing."

Question: What does the movement done right and need to do better?

Sophie Otiende | Liberty Shared | HAART Kenya

"If your organization is involved in direct services, or is dealing with survivors, and you've not created a program that can impart a survivor to replace you, you're not there yet. All of us should be on our path to making ourselves jobless, because we empower survivors that can take over your seat if you're not a survivor."

"Most survivors are committed. They are passionate because they went through something painful, and they don't want somebody else to go through it. That's the main motivation. What the movement has not done right, is taking advantage of our passion, taking advantage of the fact that, regardless of how we are treated, we are so committed."

"If you're the director of any organization, can they empower survivors to become who you are, to do what you do? That's the kind of empowerment that we need moving forward. And that's the kind of survivor leadership and survivor inclusion that I'm actually hoping for. And to be honest, that's going to take a lot of humility, and it's going to take a lot of questioning of what we'll be doing. And that's not also going to happen in this silo that we've created for ourselves as a movement."

"Because some of the issues I'm facing as a black woman, as a result of racism in this movement, and not things that some of your some of your organization's can handle some of the issues that I'm facing as a woman, are not the issues that some organizations are prepared to handle. So we are going to have to admit that whatever we have at the table right now, is not enough for the needs that most survivors have. So we need to open this table, we need to get out of this silo."

"And we need to start asking ourselves questions, the root causes of trafficking are not going to be addressed by us consistently sitting on panels, and talking to each other, and having the same resources that we had last year. Most of the survivors that I know are completely amazing. We are really done begging for inclusion."

"Some of the good things that have been done is the whole movement of lawyers that are actually looking at justice as a form of care. I think that has been amazing work. Expanding the definition of justice in research that has actually become really survivor led and really survivor informed. For me, one of the amazing things that has I've seen also has been the whole movement moving towards community care, where we are looking at survivors going back

into the community, and rather than offering just direct services, and survivors being dependent on one person, so I think those are some of the things I think we've done great."

Tina Frundt | Courtney's House

"I'm going to say that there is another divide. And that is international survivors and U.S. domestic survivors. And that divide was put in very early. And it's put in very early and you recognize one form of trafficking, and not the other. And so that means for national survivors in the U.S., there was more funding for more time. And anytime money is involved, there becomes a fight and a rift. I still see that there is a divide in the movement which also brings on racial divides. So how can we move past that? And then what is the impact that we see within survivors. So I see that it got a little better, I do think it got a little better."

Question: Survivors continue to report being exploited by the anti-trafficking movement. Explain what that means to you and how do we stop that and prevent the trauma?

Deborah Pembroke | Monterey County California Rape Crisis Center

"I've had the experience of talking with very young people who are very deeply still being exploited, talking about their own vision for their future. Right there while they're still in the emergency room talking about what might be possible in their own lives. They're saying I want to have a voice in making sure that what happened to me isn't happening to other people. And this is an inherent part of surviving trauma, to want to make a difference to want to create systemic change from what happened."

"And we have organizations that see a particular role for survivors that centers in those traumatic experiences. So when we talk about survivors coming forward in the movement, and, you know, being seen as storytellers only, or being seen as the people who come to the gala event, or the people who are on the brochure, but not integrated into the work, this can lead to the barriers. And the work that we've done so far, hasn't created enough of the change that we need."

"So it is not an uncommon thing to hear from survivors who've been in the movement for a very long time about feeling exploited, feeling like we're only relegated to certain activities. So we need to create real change, we need to be honest about what work has happened so far. I think we have to, speak honestly in safe spaces like this. But we have to also really put this wisdom into place, and move forward with it. Because, you know, real systemic change is needed."

Tina Frundt | Courtney's House

"Courtney's House works with ages 11 to 24. And sometimes people, adults as well, say, hey, I want to speak up because they feel like they owe you something. It's up to you in the program to prepare them for that. Usually, you're not ready for that. But they have a voice. So what are other ways that people can get involved? How do you get leadership right inside of your organization with survivors? So what we do at Courtney's House is have a youth policy group, and our youth policy group actually focuses on policy, and they speak up about the policies. So that's one way and it's paid. And right now we are creating a manual for how to apply for jobs in a job training manual for youth and adults. So are you for getting paid as consultants. So there are so many ways that they use their voice."

Question: How do you accomplish survivor leadership at your organization?

Ima Matul | National Survivor Network

"Survivors are capable to do anything's that other staffers are doing in their organization in any level. How can an organization support that? Survivors have a lot of barriers, I want to give an example to me personally. I'm right now managing a program. I know, I can be a director, I know, I can be the CEO of this organization. I know I could, and I'm capable to do that, because I'm so passionate about this issue. But how am I going to do that? Like I said, we have so many barriers in our life. For me, personally, I was trafficked since I was teenager, and I did not have the level of education that I should have because I don't have money to pay tuition to be on that level. How can I go to law school? How can I get a degree that I need to be in that position? I know, I have the ability to do it, but it's just that barrier. So how can organizations support that education? How can organizations help to be on the level that they want to be? Providing them with scholarships. There's a huge gap in the trafficking movement. I get so many requests from the survivors are there any scholarship that I can apply to?"

Sarah Bessell: Human Trafficking Legal Center

"That slide that Deborah Pembroke put up on the leadership ladder, I would print that out and slap that on the wall of your hiring management or your operations team and look, really look at that, and consider how we can actually actively implement that into our organization. And you might say, well, we don't have the funding to create a new position. Well, okay, so think about how do we integrate from the top down the board and advisory council, a consultant, then staff, and I want to know that I intentionally started at the top, and there's always room for more board members, there's always room for an advisory council. You might not have the funding to create a new staff position, but what about a consultant? And in addition to integrating survivors more intentionally into your staff, you actually need to be prepared to listen to them and their critiques of your organization and your model."

“But we need to do as Sophie has articulated, we need to move beyond surviving. Are we providing services that educate survivors and provide them a scholarship and the skills that go beyond earning subsistence wages to skills that get them into the boardrooms and launch them into leadership roles? And I would also note, in the development of those products and services that you provide to survivors, are survivors represented and the development of the services? And if not, do you currently solicit critical feedback from survivors? And then do you actually integrate those critiques and have the humility to course correct your programs as well. And I would end with, ensure that your programs are in line with the best practices developed by the survivor community. And if you're wondering what those best practices are, you just have to ask. And don't just ask, hire a consultant, and pay that survivor to tell you what you need to be doing.”

Audience Questions

A wide range of questions came from audience participants. Questions and answers are summarized below:

Question: Can you share guidelines for survivor input to ensure their health and consideration is taken into account?

Otiende noted that political will is needed to create a culture where survivors feel included, are fairly compensated when consulting, don't feel angry, have access to free services such as education and health care. Have survivors create the guidelines.

Question: How can we account for the fact that different survivors have different experiences and different needs, including identity-based oppression that makes it harder for them to be heard?

Pembrook noted that it's vital to reach out to a broad range of survivors when developing protocols to ensure that survivors of different race and class background are included.

Otiende noted that many in the movement have a savior complex and don't recognize that the survivor before them has the blueprint to their healing. We need systems that allow survivors to be heard.

Question: How should an organization advertise jobs in ways that survivors know they are encouraged to apply?

Pembrook noted that it is important first to ensure that your organization has done internal work to ensure the workplace is one where survivor employees can thrive.

Bessell added that a survivor-friendly environment will be a workplace where survivors are found at all levels of the organization. She noted that active recruitment is needed, not open job solicitations that say survivors are encouraged to apply.

Matul said that survivor leadership programs are needed inside organizations to help survivors with potential to receive training and growth opportunities to realize that potential.

Question: What are the best ways to involve under 18 youth into anti-trafficking programs?

Otiende said to borrow techniques from the child rights movement, we don't need to reinvent the wheel, and it boils down to providing agency for youth to participate. One example, allowing youth to establish shelter rules and norms, and ensure they are articulated in youth-oriented language.

Frundt says youth should be involved in the hiring process for all positions and develop interview questions, and use youth-oriented names for job positions. For key positions, ensure that survivors have adequate time after their trafficking experience before they can begin work.

Question: How can researchers engage with trafficking survivors in an empathetic way and include them in research?

Otiende noted is important to pool data so that survivors don't have to recount traumatic experiences again and again for different researchers. Also it is important to train survivors on how to conduct research so that it becomes a participatory experience involving ethical storytelling techniques. Survivors say they must tell their stories five to eight times just to qualify for care, so finding ways to minimize the repetition is important.

Forum Advisory Committee Host Wrap-Up

Zoe Trodd | University of Nottingham Rights Lab

Zoe Trodd noted how the conversation surfaced the problem of paying lip service to being survivor informed and actually taking action. She said the powerful call is from moving beyond tokenism to survivor governance, to move beyond surviving to full freedom. It's a call for a new kind of movement, something the Rights Lab has been working at, including incubating the Survivor Alliance and hiring survivors to do research. She said the forum discussion helped provide a blueprint for action.



Theme 4: Fundraising & Resource Mobilization

What is the movement’s financial future in the face of challenges imposed by the Covid-19 pandemic, and what must funders do to keep the movement resourced?

To address these questions, the Forum invited speakers from governments, foundations and civil society organizations. Day Three speakers:

- **Forum Advisory Committee Host: Bukeni Waruzi** | [Free the Slaves](#)
- **Moderator:** Cheryl Perera | [OneChild Canada](#)
- **Keynote Addresses:**
 - Minister Geannina Dinarte Romero | [Costa Rica Ministry of Labor & Social Security \(pre-recorded\)](#)
 - Ambassador John Cotton Richmond | [U.S. State Dept. Office to Monitor/Combat Trafficking in Persons](#)
- **Panelists:**
 - Nick Grono | [Freedom Fund](#)
 - Dominique Chauvet-Staco | [Pathy Family Foundation](#)
 - Vijay Simhan | [Humanity United](#)
 - Kevin Willcutts | [U.S. Labor Department International Labor Affairs Bureau](#)

Keynote Address:

Minister Geannina Dinarte Romero | Costa Rica Ministry of Labor & Social Security

“Costa Rica has committed to the eradication of child labor as part of the Sustainable Development Goals. To achieve this end, the Ministry of Labor and Social Security has worked in close collaboration with the private sector in civil society to raise awareness about this issue. Furthermore, the ministry has partnered with other institutions to provide to provide the children in many adolescents the opportunity to continue their educational path and to improve their living conditions through cash transfer programs in social support for the

families. Moreover the government has established institutional mechanisms for the enforcement of laws and regulations on child labor. Alongside these measures, the institution has been working together with the National Statistics Institute to have more information that allows the institutions to strengthen the provisions related to worst forms of child labor.

“All these efforts reflects positive outcomes systematically obtained in the last years by reducing the rate of underage employment. In light of these positive achievements, Costa Rica has become the country in Latin America with the lowest participation rate of underage people in the labor market. However, as a society will still have significant challenges to overcome the worst forms of child labor in reducing the inequalities within the country. For this reason, within the framework of the Latin America and the Caribbean Free of Child Labor Initiative, the ministry requested technical assistance to build a model of indicators that allowed us to identify the prevalence of child labor within the country. The model includes social and economic variables to determine the vulnerability levels of exposure in different parts of the country, to set to set up community based actions based on private privatization levels.

“The data obtained from this model led to a pilot plan in the province of Limón in cantons with a significant percentage of indigenous population. The aim is to coordinate actions with different institutions to strengthen the effectiveness of labor regulations and to provide the families with the support they need. Besides, it has been established at timeline with specific objectives to make of Costa Rica a country free of all forms of child labor. To that end, I would like to highlight some of the measures that have been implemented.

“First of all, the joint effort between the ministry and the Ministry of Social Affairs that put forward a cash transfer program that targets under age population working, so they can continue in the education in the education system. Second of all, monitoring in technical assistance program for the local governments according to the established law, called the Code of Childhood and Adolescence, that is a specific law that we have in the country. The third point is that we implemented a project focus on indigenous children to focus on the improvement of living conditions of the children in their families. Also, it was set up a training program for counseling professionals in the province of Cartago. And it was the launch of a manual that provides a comprehensive approach for the attention of minors engaged in the worst forms of child labor, including in commercial sexual exploitation as a result of human trafficking. And the last one that is important to remark is that we have working in a cooperation agreement that was signed with a train union to raise awareness on this topic.

“This as part of the collaborative work that that had been done on child labor in the public sector in social and civil society organizations. Even though we have made important efforts to achieve this positive indicators, now we have to recognize that we're struggling with an unprecedented emergency that implies tremendous effects not just in our health, but even in our economy, in the labor market, and in the family's incomes. So it's not enough to speak in terms of sanitary or economic impacts, because we have to talk about the social impact -- the consequences in poverty, unemployment, and informalizations turn into a high risk of social decomposition and in a potential weakness of our democracies. And clearly it demands collaboration between the different sectors of our societies. I have to say, in very easy terms,

we need solidarity, dialogue and investment to be resilient and capable of confronting this pandemic. The risks are higher, because the gaps are getting profound, because of the changes in the labor situation of millions of people all around the world, and the sanitary restrictions that will be reflected in school dropouts.

"That's why we have been doing our best efforts to not affect the monetary transfers and to maintain all the programs -- recognizing all of them as investments for the present and for the future. Finally, I would like to reinforce our commitment as a country to continue this path to eliminate child labor in advance to accomplish the sustainable development goals, especially 8.7. Ladies and gentlemen. Thank you for your attention."

Keynote Address:

Ambassador John Cotton Richmond | U.S. State Dept. Office to Monitor/Combat Trafficking in Persons

"Today's topic – financial and resource mobilization within the anti-trafficking movement -- is one that is close to my heart. During my career, I have twice worked in the NGO sector, I have felt the pain of budget limitations. I've made asks of donors, I've walked out of meetings thinking that a major gift was almost certainly coming, only to be disappointed that a donor went another way. I have jumped through the endless bureaucratic hoops of the government grant process, trying to get applications finished at the last minute. And now I serve in an office that oversees about \$220 million of anti-trafficking grants. So all this is to say that I think a lot about the resources for this movement. And today, I'd like to share four ideas that have shaped my understanding around this topic.

"So the first is, what does money follow? You know, the first question is just that, we need to know what Money Follows in the beginning of our movement. Money seemed to follow emotion. Well told stories caused passionate people to provide resources because the need was great. Yet emotion and passion alone are not sustainable. Soon, money began to follow strategy and vision. Donors invested in smart people with thoughtful strategies about how to make a difference. And thought leaders like yourselves, develop new approaches around all three Ps of the 3P Paradigm. Now, what I'm hearing from donors is they're asking about impact. They're still affected by the emotions, and they're impressed with the strategies, but they're asking tough questions like what is working, what interventions are proving to make a practical difference, and how our anti-trafficking projects differ and more targeted than generalized vulnerability reduction or general development work? I think in the next decade, more than emotion and strategy, money is going to follow impact.

"This brings me to my second point, to show impact we have to measure. But what do we measure? Often we measure our activities, how many survivors served, how many police officers were trained, how many posters were distributed, etc. These activities are helpful, but sophisticated donors want to know the impact or the outcomes of these activities. One possible ruler for measuring impact is prevalence. And for reasons that most of you can

articulate off the top of your head, most prevalence estimates have suffered significant criticism. In the Program to End Modern Slavery, Congress mandated a category of anti-trafficking grants that are measured by reductions in the prevalence of human trafficking. To accomplish this goal, the State Department realized that we need a new approach to prevalence estimation. Instead of global or national estimates, we needed focused estimates that address a single sector in a specific geographic region.

“So instead of asking the question, what's the prevalence of human trafficking in Kenya? Perhaps we could ask a more focused question. What's the prevalence of people forced to work as domestic workers in metro Nairobi? Earlier this week, you heard from David Okech at the University of Georgia, and they're compiling numerous focus prevalence estimates using different methodologies, so that we can compare methodologies to determine which one works best in different industries or in different environments. Notably, all of these estimates are using the same statistical definition that is pegged to the Palermo/TVPA definition of trafficking. Each of these studies will be published in peer reviewed journals and available to researchers. And the researchers are focused on actual cases of human trafficking, and not just the vulnerabilities that traffickers find attractive. This represents a big investment in prevalence research. Now to be clear, prevalence isn't always the best ruler to use when measuring impact. The movement must develop other ways to measure impact in addition to prevalence, but I think the ability to measure impact is essential to resource mobilization.

“The third idea I'd like to highlight is talent. Financial resources are not the scarcest resource in our movement. I think the scarcest resource is talent, finding, recruiting and retaining people who know how to finish, who know how to get things done is incredibly challenging. Researchers have long suggested that 20 percent of people do 80 percent of the work in an organization. That ratio may be even more extreme in our difficult work. We need to encourage young people to pursue careers in this space and provide work environments that encourage our colleagues to stay in the fight. Passion, good intentions, and being nice people are not sufficient. As the movement continues to mature, we must become more rigorous, more professional, more focused on results and getting things done.

“Finally, as we seek to scale resources, we need to generate hope. Much of our advocacy focuses on the urgency of the problem that traffickers create. And this is why we share about the number of people traffickers exploited the challenges of trauma, the pitiful numbers around accountability, the challenges of public justice systems, and all the other points that highlight that combating human trafficking is an urgent need. We've become good at communicating urgency. But urgency alone can leave people feeling overwhelmed. It can lead to awareness fatigue, people who understand but quickly become emotionally exhausted. We need to pair our urgency with statements -- a sense of possible of do-ability. We need to communicate the hope that engagement can make a difference. That trafficking is not a naturally occurring phenomenon. It is a manmade crisis and it can be addressed. Donors draw close to urgent problems with interventions that can make a difference. We need urgency and do-ability.

“You know, financial and resource mobilization is critical. And I look forward to hearing the comments in today's conversation. Thank you for letting me share a little bit about money following impact, measuring matters, the scarcity of talent and the importance of hope. Thank you.”

Panel Discussion

Moderator Cheryl Perera asked panelists about the trends they are seeing, and how they are pivoting in light of the COVID-19 pandemic.

Nick Grono | Freedom Fund

Nick Grono noted that anti-slavery funding has increased in recent years, with possibly \$200 million of foundation funding and a similar amount of government funding. But compared to the need of 40 million people in enslaved, it's a small amount for a big problem. It's also less than is available for other development or social justice issues. The pandemic and lockdowns are disproportionately affecting the most vulnerable, and as governments take on debt to address the crisis a fiscal reckoning is coming that could affect public spending on trafficking. Foundation funding is likely to stay steady at best or drop at worst. So if the available resources for development and social justice aren't expanding, the trafficking movement needs to do a better job advocating for a larger slice of the pie – moving beyond emotional appeals to demonstrating impact. As well, our movement should align with other sectors and causes—such as climate, education, immigration and health—because our work is interrelated. We should also borrow techniques from other causes, such as strategic litigation, targeting investors and setting benchmarks.

Dominique Chauvet-Staco | Pathy Family Foundation

The pandemic has set the stage for donors to transform their strategies and become more proactive. The pandemic has not only caused widespread and devastating impact, it has revealed inequities endured by vulnerable communities and harmed the ability of civil society to provide services. Our foundation has pivoted to making emergency and flexible funding available – allow the repurposing of funds for existing grantees through relaxed grant agreements and monitoring processes. We are collaborating in pooled funding initiatives with other donors, and we are seeing a movement toward growing unrestricted giving because front-line organizations know best how to allocate funds in this moment. Foundation grant making is up, and is likely to continue past the pandemic, and there is a realization that traditional project funding models aren't working. The sector is being called out to be more proactive in breaking down systems and power structures that have enabled racism, inequity and injustice and modern slavery and human trafficking are part of this. Foundations are also

looking to collaborate with corporate and government funders to create lasting systemic change.

Vijay Simhan | Humanity United

It's not just funding the movement, but how the movement gets funded, that's really important. HU has seen the pandemic really affect workers and survivors and its partners and so HU has shifted to more flexible grant making practices. There a shift from project specific support to general operating support and expedited processes. Also, allowing office and travel funds to be repurposed to programming. HU is also on a journey accelerated by the pandemic to examine how diversity, equity, inclusion and justice principles should be incorporated into grant making. The pandemic has also accelerated a donor collaborative called FORGE (funders organized for rights in the global economy). The vision really is about a global economy that works for all the people in planet and is shaped by and accountable to worker and community led movements. The collaboration has three pillars: creating a dynamic learning agenda through ongoing engagement, aligning strategies around field-building efforts and targeted strategies, and pooling funding to scale opportunities.

Kevin Willcutts | U.S. Labor Department International Labor Affairs Bureau

ILAB is funding about 40 projects in 40 countries with \$200 million in active programming to combat forced and child labor. ILAB has needed to adjust as schools have closed, adults have lost jobs, household income has dropped and workplace inspections have dropped. ILAB has repurposed funding to support food security for families and awareness of COVID risks. In Paraguay, ILAB is using text messaging and radio broadcasts to disseminate messages about self-care and what to do if COVID symptoms surface. In Columbia, ILAB is working to help younger workers identify ways to earn a living without risking infection. Grant applicants to ILAB have been given greater latitude to propose innovative approaches to COVID in populations at risk of child and forced labor. ILAB has been working to mainstream messages about child and forced labor into health and other public messaging. ILAB has two apps that help funders, governments, activists and businesses. The [Sweat and Toil app](#) includes more than 1000 pages of research. The [Comply Chain app](#) provides ways to develop social compliance plans.

Audience Questions

A wide range of questions came from the audience. The questions and answers are summarized here:

Question: What funds are available to test new ideas?

Richmond noted that the State Department has a flexible COVID fund that allows NGOs to apply for funding to help them deal with the impacts of the pandemic. Also, the framing of a proposal is key. If a sound case is made that an intervention will have an impact, even if it is new and not yet proven, it can be successful.

Question: True impact takes time, how do we convince donors to continue funding even if impact can't be shown in a short grant cycle.

Richmond agreed that there is a “crisis in philanthropy and development” with grant makers wanting to see changes in 12, 24 or 36 months. The challenge for applicants to make a case that impact is probable even if it will take longer. The State Department is experimenting on coordinating grant making on all 3P areas (prevention, protection and prosecution) in a single area to see if there is synergistic change with a larger concentrated investment.

Question: How do we measure impact for funders when the pandemic is making that a challenge to do?

Willcutts said ILAB is using local grantee networks to reach people in the pandemic because they have connections on the ground even when it is not possible for global NGOs to reach people at a community level at this time.

Grono stressed the Freedom Fund’s localization strategy, where more than 100 local organizations are able to be engines of innovation. Even in times of social distancing, they are creatively achieving objectives. He urged funders to embrace initiatives that work with local grassroots implementers because of this capacity for innovation in challenging times.

Chauvet-Staco noted that travel bans have freed up resources to pursue digital transformation and technology upgrades for organizations to be creative in maintaining communications with their networks.

Question: How can funding collaborative models be expanded?

Simhan said it’s important to align with other movements that are operating separately, such as debt, gender justice, environmental justice, or racial justice. As well, he said there is a need for “trust-based philanthropy” to focus on groups that are closest to the field work, and then letting go of the reins a bit. Addressing another question, he said there is a need to hold financial actors accountable for the extractive impact of their activities on the Global South.

Question: Are there geographical funding imbalances and opportunities?

Grono urged everyone to be cognizant of structural racism, colonialism and the extractive nature of the Global North's activities. He recommends funding should follow regions of greatest need, and prevalence is a way to demonstrate that. Funders need to recognize their power and how to exercise it to promote diversity, equity, inclusion and justice.

Question: How open are donors to alternative impact measures beyond prevalence?

Chauvet-Staco said foundations likely have to change the definition of impact measures because of the pandemic. And that will likely lead to increased funding opportunities for organizations doing work on the ground to get more unrestricted funding.

Willcutts added that ILAB has done impact evaluations but they are costly, time-consuming and complex. ILAB is open to figuring out how impact can be shown through programs that blend direct services and building capacity of local organizations.

Question: Why are newer international organizations having difficulty getting funding?

Simhan explained that a lot of the challenge is tax regulations about only funding registered charities or nonprofit organizations. He said Humanity United is discussing ways to streamline the application process to deliberately look for new grantees to help build the anti-trafficking field.

Willcutts recommended that smaller groups partner with established organizations when applying for U.S. government grants in order to build their reputation and track record, so that eventually they can apply on their own.

Chauvet-Staco advised that small groups who are unsuccessful should always ask a donor why they were rejected, and funders should consider it to be part of their responsibility to be transparent about why a proposal was declined so that groups can learn and improve subsequent proposals.

Question: Are there ideas about what it would cost to end trafficking in a particular country, and are there regulations to stop organizations that are unfairly profiting from receiving anti-trafficking funding or harming local communities?

Grono noted that the State Department's focused, coordinated grant making in Costa Rica and Ethiopia may help answer that question about moving the needle at scale in a nation, and that this is needed. He added that large Global North organizations need to be cognizant of the impact and behavior of their field operations in the Global South, to be sure local communities aren't harmed.

Richmond noted that trafficking is an economic crime and so following the money is key. He noted that the United Way is researching the cost of enforcing forced labor laws and what does it cost to care for survivors long term. That research is underway.

Question: Should CSOs or donors be the ones to institute alternative ways to measure impact and innovate new ways to comply with government charitable grant making regulations?

Simhan said Humanity United works with grantees to help finance their application to get the appropriate charity registration of equivalency determination, and it should be incumbent on a donor to do that to support grassroots groups. Donors need to have open applications processes, he said.

Willcutts said ILAB wants to encourage applicants with good ideas, and welcomes inquires and feedback.

Forum Advisory Committee Host Wrap Up

Bukeni Waruzi | Free the Slaves

Bukeni Waruzi said his key takeaway was that the pandemic has caused everyone to be flexible, including those in the resources world.

In wrapping up the four-day Forum, he noted that in 2021 and beyond the configuration of the Forum may be different. The secretariat is developing plans for regional forums, in regional languages, focusing on regional issues. This can provide greater opportunities for participation and engagement.



Evaluation

A brief online evaluation was emailed to participants after the Forum concluded. Most respondents found the Forum useful for their work and would recommend that colleagues attend future Forum events.

How many days did you attend?

- 4 days: 25%
- 3 days: 38%
- 2 days: 29%
- 1 day: 8%

On a scale of 1 to 5, how would you rate the quality of the workshop's proceedings?

- Day 1: 4.3
- Day 2: 4.2
- Day 3: 4.5
- Day 4: 4.2
- Overall: 4.3

Was the division of the Forum's proceedings into four thematic areas helpful to you?

- Yes: 100%
- No: 0%

Was the time of day practical for you where you are based?

- Yes: 71%
- No: 29%

Comments from respondents about the 2020 Forum:

- It was valuable to gain an overview of the research landscape, and particularly to hear the opinions of the contributors as to what further research is needed. Furthermore, through sharing information about ongoing research, I was able to identify and have since made contact with, a potential collaborator working in my area of interest.
- Attended as a graduate student and survivor. The third day of listening to the survivors stories was profound!
- Great references to U.N. international bodies relevant to the topic.

- The most useful insights was from the representation from the survivors. It helped me to understand more about their perspective, how even after retaining their freedom don't get treated as equal by the society. This also helped me to reflect on my own ways to communicate with the survivors and to be more dedicated to make the society equal for all.
- It was very helpful in gaining perspectives from survivors and folks working in different parts of the world. The diversity and specificity offered was compelling and enlightening.
- I work on the local level so it was interesting to learn more about how trafficking is viewed internationally. It gave us an overall perspectives on the theme including practical suggestions.
- I found day three excellent and was delighted to hear how the survivors spoke about the necessity of having them as a vital part of our work and not just given token positions. Also the need to have survivors educated for leadership positions. I also think it is very important that they have opportunities for education in general and see the importance of scholarships. Culture was mentioned and for those of us working with international survivors I believe it is essential to take into consideration their culture and how it is impacting positively and negatively their transition into their present situation. This day was loaded with excellent insights calling us to a greater in-depth response to our work with the women we are assisting. I also found day four very helpful and need to explore more the resources available in our area.

Suggestions from respondents about improving future forums:

- More time for audience engagement (which I know is hard on Zoom) and more specific tips/takeaways to apply to our work.
- Hopefully we will be able to meet in person. I found the event too U.S. centric or U.S. driven as opposed to a truly international perspective.
- A face to face meeting is a very best way of conducting meeting, please try to prepare the next forum face to face one. By taking in to consideration the COVID-19 Issues.
- It would have been helpful to have presentations focus on trafficking work by direct service providers, where there seemed to be a gap.
- Have a wider scale of expertise and opinions; I would love to see various individuals on the forum who differ in their opinions or experiences within this field. Additionally, I'd love to see more individuals who are able to answer questions that aren't answered by the panelists. Otherwise, the forum was extremely helpful, intellectual, and thought provoking; very informative and gave a bigger picture of the current strengths, weaknesses, challenges, and so forth in the fight against human trafficking.
- Unite under one hashtag, promote more on social media and make sure to tag all the speakers. This will help to make sure that an all-virtual conference doesn't go so undetectable. There were hardly any references or mentions on Twitter at least and it made it difficult to get the word out.
- More input from actual survivors.
- The most actionable information for me was regional.
- Sharing of national and regional government initiations will be good.



2020 Presenter Bios

Day 1: The Use of Research to Fight Modern Slavery

Moderator:

Davina Durgana | *Minderoo Foundation/Walk Free*

Davina P. Durgana, PhD is an award-winning international human rights statistician who has developed leading global models to assess risk and vulnerability to modern slavery. She is a Report Co-Author and Senior Statistician on the Walk Free initiative's *Global Slavery Index* and Senior Multilateral Engagement Adviser for the Minderoo Foundation. She is an American Statistical Association Statistical Advocate of the Year, internationally elected Vice Chair of Statistics without Borders, and a Forbes Top 30 Under 30 in Science for 2017 for her work on statistical modeling, human security theory, and human trafficking.

Keynote address:

Kevin Bales | *University of Nottingham Rights Lab*

Kevin Bales CMG is Professor of Contemporary Slavery at the University of Nottingham and the author of many books on the topic. His work on modern slavery was named one of the top "100 World-Changing Discoveries" by the Association of British Universities, and in 2018 he was the winner of the ESRC International Impact Prize.

Panelists:

David Okech | *Univ. of Georgia African Programming & Research Initiative to End Slavery*

David Okech focuses on designing evidence-based interventions and policies to inform programs and policies that will improve psycho-social and physical health, increase economic empowerment and put survivors on a path to recovery, stability and social integration. He is also a founding member of the African Programming and Research Initiative to End Slavery (APRIES)

Michaëlle De Cock | *International Labor Organization*

Michaëlle De Cock is a senior researcher for the ILO's Fundamental Principles and Rights at Work branch on labor conditions of migrant workers, children and workers in "slave-like" conditions as well as a field activist on women and children's rights in India for Terre des Hommes Genève. At the crossroads of science and human rights, she believes that solid research and statistics can help break prejudices and understand how workers are deprived from their freedom.

Alice Eckstein | *United Nations University Center for Policy Research, Delta 8.7*

Alice Eckstein is Project Director for the Modern Slavery Program at United Nations University Centre for Policy Research. Previously, Alice was Executive Director at the NYU SPS Center for Global Affairs where she managed external relations, public events, and special programs to complement the Center's graduate and nonprofit education in global affairs.

Day 2: Strengthening Advocacy from Grassroots to Global

Moderator:

Luis C. deBaca | *Yale University*

Ambassador C. deBaca (ret.) coordinated U.S. government activities in the global fight against contemporary forms of slavery as head of the State Department's Office to Monitor and Combat Trafficking in Persons during the Obama Administration. As one of the United States' most decorated federal prosecutors, he updated the post-Civil War statutes and the 13th Amendment to develop the "victim centered approach" to modern slavery, which has become the global standard for combating human trafficking.

Keynote addresses:

Hillary Rodham Clinton | *Former U.S. Secretary of State (pre-recorded)*

Hillary Rodham Clinton has served as U.S. Secretary of State, Senator from New York, First Lady of the United States, and First Lady of Arkansas, as well as a practicing lawyer and law professor, activist, and volunteer. While leading the US State Department, Secretary Clinton oversaw support for anti-slavery efforts and met with survivors and frontline organizations around the world.

Anousheh Karvar | *Government of France and Alliance 8.7*

The new Chair of Alliance 8.7, Karvar is representative of the French Government to the International Labor Organization (ILO). She chairs the Global Partnership for the Eradication of Child Labor, Forced labor, Human trafficking and Modern Slavery. In 2012, she joined the General Inspectorate for Social Affairs as a Senior Officer and was appointed as the Head of

Labor and Employment Section of the office. She was formerly Deputy Director of the Minister of Labor's cabinet (2016-2017), and Counsellor to the President of the Parliament in charge of social and territorial cohesion policies (2017-2018).

Panelists:

Cheryl Perera | *OneChild Canada*

Since the age of 16, Pereira has prevented and protected countless numbers of vulnerable children from sexual exploitation and sex trafficking. From approaching Sri Lankan police with a bold idea of serving as the decoy in a high-risk STING operation to catch a child sex perpetrator at just 17; to building a global movement of children and youth dedicated to ending the sexual exploitation of children, she continues to breathe her mission and has impacted the lives of young and old alike.

Deepika Mittal | *Global March Against Child Labor*

Mittal is the Senior Program Manager at Global March Against Child Labor (GMACL). She is a banker turned human rights advocate, with an overall experience of 14 years. In her role at GMACL she has led program design, implementation, monitoring and reporting across 20 countries in the Global South on the issue of child labor elimination. She has been actively involved in the areas of advocacy, capacity building, campaigns and financial management. She has also spearheaded the GMACL initiative with Members of Parliament across 30 countries known as the 'Parliamentarians Without Borders for Children's Rights.' She has represented the GMACL network on the issue of child labor at international and regional platforms and forums like the Global Coordinating Group of Alliance 8.7, the South Asia Initiative to End Violence Against Children (SAIEVAC), 4th Global Child Labor Conference, and side events at HLPF, UNBHR, and others.

Joha Braimah | *Free the Slaves*

Joha Braimah is the West Africa regional director for Free the Slaves. He represents and oversees FTS West Africa Regional anti-human trafficking programs by liaising with implementing partners, forming coalitions and collaborating with government agencies, media outlets, and other stakeholders to achieve regional program goals. He has more than 15 years of practical experience in community development. He holds bachelor's and master's degrees in social work, a postgraduate diploma in international development, and is a doctoral candidate in migration studies.

Event co-host:

David Blight | *Yale University*

David W. Blight is Sterling Professor of American History at Yale University, joining that faculty in January, 2003. He previously taught at Amherst College for thirteen years. As of June, 2004, he is Director, succeeding David Brion Davis, of the Gilder Lehrman Center for the Study of Slavery, Resistance, and Abolition at Yale.

Day 3: Empowering & Learning from Survivors

Moderator:

Tina Frundt | *Courtney's House*

Tina Frundt is a leading figure in the crusade to help children sexually exploited for commercial purposes. Frundt is herself a survivor of domestic sex trafficking and now dedicates her life to helping women and children heal from domestic sex trafficking and commercial sex exploitation. Since founding Courtney's House in August 2008, Frundt and her organization have helped more than 500 victims escape from being trafficked and find a new life. She also trains law enforcement and other non-profit groups to help and provide resources to victims. She is a member of the Washington, D.C. Anti-Trafficking Task Force, and Prince George's County Human Trafficking Task Force.

Keynote address:

Deborah Pembroke | *Monterey County California Rape Crisis Center*

Pembroke is Human Trafficking Outreach Manager for the Monterey County Rape Crisis Center and chairs the regional human trafficking coalition. Pembroke has many years' experience in the anti-human trafficking and anti-violence movement. As Outreach Advocate for the Monterey County Rape Crisis Center, Deborah conducts outreach in our community on human trafficking and the Prison Rape Elimination Act (PREA). Pembroke serves on the California CSEC Action Team Advisory Board and previously was Consultant Chair for the National Survivor Network. She received the 2016 YWCA Silicon Valley Empowerment Award.

Panelists:

Sophie Otiende | *Liberty Shared and HAART Kenya*

Otiende is a regional manager for Liberty Shared and a board member at HAART Kenya. A champion for victims of human trafficking, she is an advocate for their rights. Her expertise, patience, and bravery have positioned her as a source of inspiration and confidant for other survivors of trafficking she meets and serves. She develops curriculum and coordinates services offered to survivors and has co-authored manuals on different issues in human trafficking. She is a survivor of child trafficking as well as a poet.

Ima Matul | *National Survivor Network at the Coalition to Abolish Slavery & Trafficking*

Matul is a survivor advocate, mentor, consultant, international speaker and currently the Survivor Leadership Program Manager at the Coalition to Abolish Slavery and Trafficking (CAST). Matul manages multiple projects related to survivor leadership including overseeing the LA Survivor Network "Resilient Voices" and the National Survivor Network (NSN). Together with the survivor network, she has made incredible impact in US anti-trafficking efforts and

policies. Ima is also one of the founding members of this survivor leadership program, and since its inception in 2004 Matul has spoken at local, national and international conferences and trainings, and has met with multiple state and federal legislators, officials, academics and celebrities to advocate for increased protections for survivors and to promote survivor leadership development.

Sarah Bessell | *Human Trafficking Legal Center*

Bessell is the Deputy Director at The Human Trafficking Legal Center, where she provides training and technical assistance for immigration and civil human trafficking cases. Bessell also conducts research on accountability for human trafficking victims and has authored publications on the intersection between human trafficking and corruption, diplomatic immunity, persons with disabilities, and domestic violence. Bessell manages the Human Trafficking Legal Center's international strategic litigation program. She has a background in international human rights and conflict prevention.

Day 4: Fundraising & Resource Mobilization

Moderator:

Cheryl Perera | *OneChild Canada*

Since the age of 16, Pereira has prevented and protected countless numbers of vulnerable children from sexual exploitation and sex trafficking. From approaching Sri Lankan police with a bold idea of serving as the decoy in a high-risk STING operation to catch a child sex perpetrator at just 17; to building a global movement of children and youth dedicated to ending the sexual exploitation of children, she continues to breath her mission and has impacted the lives of young and old alike.

Keynote addresses:

Geannina Dinarte Romero | *Costa Rica Minister of Labor & Social Security (pre-recorded)*

Dinarte is the Costa Rican Minister of Labor and Social Security, and has a degree in Political Science, with an emphasis on Government and Public Policy, and a Master's Degree in Development Project Management. She was formerly Minister and Vice Minister of Economy, Industry and Commerce (MEIC) in the 2014-2018 administration. Also, she was the director of a legislative fraction in the period 2018-2019 and legislative advisor in the period 2006-2014. She has been a researcher and speaker on issues related to politics, citizen security and municipalities.

John Cotton Richmond | U.S. State Department Office to Monitor/Combat Trafficking in Persons

John Cotton Richmond serves as the United States Ambassador-at-Large to Monitor and Combat Trafficking in Persons and leads the State Department's Office to Monitor and Combat Trafficking in Persons. In October 2018, the Senate unanimously confirmed him and President Trump appointed him to lead the United States' global engagement to combat human trafficking and support the coordination of anti-trafficking efforts across the U.S. government. He co-founded the Human Trafficking Institute that exists to decimate modern slavery at its source by empowering police and prosecutors to use victim-centered and trauma-informed methods to hold traffickers accountable and ensure survivors are treated with respect and care.

Panelists:

Nick Grono | Freedom Fund

Grono is the CEO of Freedom Fund and was the inaugural CEO of the Walk Free Foundation, a leading international actor in the fight against modern slavery. Prior to this, he was the Deputy President and COO of the International Crisis Group (ICG), the world's leading conflict prevention NGO. Grono has testified on conflict and human rights issues before the European, U.K., Dutch, and Australian Parliaments. Before ICG, he was Chief of Staff and National Security Adviser to the Australian Attorney-General.

Dominique Chauvet-Staco | Pathy Family Foundation

Dominique Chauvet-Staco is Senior Officer for Program Development at the Pathy Family Foundation, a private foundation based in Montreal whose mission is to support organizations that provide critical aid to meet basic human needs and that empower individuals and communities to generate and sustain positive social change. As an experienced grant-maker and grant management professional with over twenty years of practice in both corporate and private philanthropy, she ensures the strategic alignment of the foundation's thematic program portfolios and manages partnerships with non-profit organizations in the area of newcomer integration, women's empowerment and human trafficking eradication in Canada and in other parts of the world.

Vijay Simhan | Humanity United

As Senior Manager, Forced Labor & Human Trafficking, Simhan supports Humanity United's Human Trafficking & Labor Migration portfolio. Before joining Humanity United, Simhan was Program Officer with Winrock International. He also served as lead for a private sector-funded project regarding child labor and forced labor in corporate supply chains in Sub-Saharan Africa and South America.

Kevin Willcutts | U.S. Labor Department International Labor Affairs Bureau

Kevin Willcutts is the Deputy Director for Technical Assistance and Cooperation in the Office of Child Labor, Forced Labor and Human Trafficking in the U.S. Department of Labor's Bureau of International Labor Affairs. He has over 20 years of experience working on international labor and development issues, engaging with senior U.S. and foreign government officials, private sector actors, international and nongovernmental organizations, worker and employer organizations, and representatives of civil society. He manages a team that oversees a portfolio of over \$230 million in active technical cooperation programming, including 45 active projects with activities in over 40 countries.



2020 Forum Participation

Across the four days of Forum virtual events, 554 individuals registered and 285 individuals from 33 countries participated (including presenters).

Country	Number of Attendees
United States of America	164
United Kingdom	36
India	19
Canada	15
Ethiopia	5
Switzerland	3
Bangladesh	2
Australia	3
Ireland	3
Ghana	3
Kenya	3
Ukraine	2
Luxembourg	2
Trinidad and Tobago	2
United Arab Emirates	2
Mexico	2
Netherlands	2
Kazakhstan	2
France	2
Haiti	2
Hong Kong SAR	1
Uganda	1
Russian Federation	1
Argentina	1
Uzbekistan	1
Tajikistan	1
Sweden	1
Italy	1
Spain	1

Country	Number of Attendees
Singapore	1
Bahamas	1
Denmark	1
Kyrgyzstan	1

Participant Name	Country
Kevin Bales	United Kingdom
Terry FitzPatrick	United States of America
Pauline Werner	United States of America
Michaëlle De Cock	Switzerland
Alice Eckstein	United States of America
David Okesh	United States of America
Davina Durgana	United States of America
Bukeni Waruzi	United States of America
Charlie Blythe	United Kingdom
Allie Gardner	United States of America
Tausif Ahmed Qurashi	Bangladesh
Paige Mason	United States of America
Paola Cavanna	Italy
Phil Gazley	United Kingdom
Timothy McCarthy	United States of America
Corey Norton	United States of America
Tsering Diskit	India
Shemshat Muhammetkulieva	Russian Federation
Yuliia Sachenko	Ukraine
Jessica Terry	United States of America
Glenn Miles	United Kingdom
Christa Giesecke	United States of America
Dominique Chauvet-Staco	Canada
Eden Ayele	Ethiopia
Marie Soveroski	United States of America
Andrea Nicholson	United Kingdom
Colleen Phillips	United States of America
Pallabi Ghosh	India
Joy Jolie	Canada
Margaret Ann Cusack	Ireland
Stefania Perna	United Kingdom
KIMBERLY NORRIS	United States of America
Lynda Oh	United Kingdom
Lauren Portal	United States of America
Stephanie Lillegard	United States of America

Participant Name	Country
Michelle Pearson	United States of America
Matthew Clarke	Australia
John Cotton Richmond	United States of America
Jennifer Aguti	Uganda
Georgina Introini	Argentina
Nnenne Onyioha-Clayton	United States of America
Grace Robinson	United Kingdom
Nick Wright	United Kingdom
Deborah Pembroke	United States of America
Margaret Gaddis	United States of America
Daniel Melese Areda	Ethiopia
Jeni Sorensen	United States of America
Nodira Saidkarimova	Uzbekistan
Sonia Adu-Gyamfi	Ghana
Jenna Piltzer	United States of America
Renata Dias	United States of America
Sharon Jacques	United Kingdom
Kathleen Bryant	Ireland
Casey Branchini	United States of America
Leslie Heaphy	United States of America
Gulya Gaibova	Tajikistan
Camille Macdonald-Poski	United States of America
Iulia Mirzac	United Kingdom
Tatiana Nigh	United States of America
Maria Trujillo	United States of America
Ruth Hays	United States of America
Jackline Mwendu	Kenya
Ashley Whitten	United States of America
Erin Marsh	United States of America
Leah Davison	United Kingdom
Helen McCabe	United Kingdom
Chris O'Connell	Ireland
Zoe Trodd	United Kingdom
Global March	India
Rachael Jackson	United States of America

Participant Name	Country
Oana Burcu	United Kingdom
Shayna Horwitz	United States of America
Munya Chitambo	United States of America
Mary Kenney	United States of America
Andrew Wallis	United Kingdom
Sara Soto	United States of America
Luis C.deBaca	United States of America
Alison Boak	United States of America
Alexander Breysen	Luxembourg
Jean Bruggeman	United States of America
Blake Looney	Australia
Fredrik Frangeur	Sweden
Janice Lam	United States of America
Venkat Reddy Regatte	India
Marie Gaillac	United States of America
Tabatha Hancock	United States of America
Samantha Searls	United States of America
Karen Stauss	United States of America
Darryl Arrington	United States of America
Juan Arteaga	United States of America
Anjali Kochar	United States of America
Narit Gessler	United States of America
Helen Sworn	United Kingdom
Marie Olenych	United States of America
rachel marchman	United States of America
Marlene Weisenbeck	United States of America
Gina Reiss	United States of America
Carina Bedor	United States of America
Cody Hammond	United States of America
Elyse Rozema	Canada
Jonathan Anderson	Ghana
Kate O'Brien	United States of America
Judy Gearhart	United States of America
Katarina Schwarz	United Kingdom
Tremayne Rucker	United States of America
Kristen Morse	United States of America
Ben Brewster	United Kingdom
Tricia Ryan	United States of America
Afrin Sultana Chowdhury	Bangladesh
Caroline Emberson	United Kingdom
Shawn MacDonald	United States of America
Danyelle Smith	United States of America

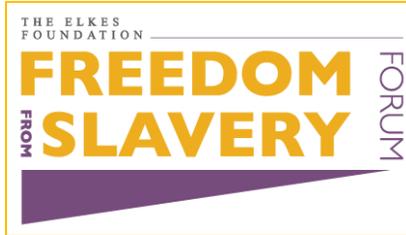
Participant Name	Country
Rebecca Poon	United States of America
Meseret Abebe	United States of America
Adrian A.	Trinidad and Tobago
Juliet Sites	United States of America
Kuldeep Singh Chauhan	India
Janet Kramer	United States of America
Joha Braimah	Ghana
Trish Joyes	Canada
Alana Wheeler	Trinidad and Tobago
Melanie Forti	United States of America
Shelly Anderson	Mexico
Nour Sibai	United Arab Emirates
Crystal Perry	United States of America
Shankari Balendra	Canada
Gisela Cruz	United States of America
Bradley Myles	United States of America
Shirley Cuillierrier	Canada
Tenshi Kawashima	United States of America
Purva Gupta	India
Emily Wyman	United Kingdom
Melania Klemowits	United States of America
Tatiana Torres	United States of America
Anita Teekah	United States of America
Bidisha Saikia	India
Nat Paul	United States of America
Manasi Parvatikar	India
Alan McArthur	United States of America
Jasmine Arnould	Netherlands
Kira Mercer	United States of America
Allison Hammond	United States of America
Benjamin Harris	United States of America
Varka Kalaydzhieva	Canada
Mary Hammel	United States of America
Smith Maxime	United States of America
Ainara Okanova	Kazakhstan
Jody H	United Kingdom
Selamawit Woldemichael	United States of America
Matthew Stephens	United States of America
Mirella Beltram	United States of America
Lynda Dearlove	United Kingdom
Amelia Watkins-Smith	United Kingdom
Lisa Lungren	United States of America

Participant Name	Country
Sandra Rupnarain	Canada
Grace West	United States of America
Kelly Hyland	United States of America
Daniel LeBlanc OMI	United States of America
Amanda Nosel	United States of America
Amy Wiwi	United States of America
Luz Rooney	United States of America
Karen Snyder	Canada
Kate Cooper	United States of America
Kellie Kordinak	United States of America
Suresh Kumar	India
Sienna Baskin	United States of America
Sung In Marshall	Hong Kong SAR
Deepika Mittal	India
David Blight	United States of America
Cheryl Perera	Canada
Charlotte Oldham-Moore	United States of America
Anousheh Karvar	France
Dinara Saliyeva	Kazakhstan
Cassie Crumacker	United States of America
Williamson Jacques	United States of America
Rebecca Milon	United States of America
Rod Khattabi	United States of America
Iori brayer	United States of America
K Scott Abrams	United States of America
Shalki Bhargava	India
Prateek Bhargava	United States of America
Sameer Tandon	India
Jamie Miller	United States of America
Sharon Ng	Canada
Chloe Bailey	United Kingdom
Mohit Balachandran	India
Loida Munoz	Spain
Sherrette Thomas	Canada
Ankur Mittal	Switzerland
Karori Singh	India
Ann Scholz	United States of America
Shahrazad Fouladvand	United Kingdom
Camerron Resener	United States of America
Jackline Mwendu	Kenya
Carina Bedor	United States of America
Katherine Borgen	United States of America

Participant Name	Country
Todd Landman	United Kingdom
Stef Dinn	United States of America
Lydia Aletraris	United States of America
Rose Ketcia Rene Pierre	Haiti
Rita O'Brien	United States of America
Kara Griffin	United States of America
Laura Rundlet	United States of America
Loretta Schleper	United States of America
Olga DiPretoro	Ukraine
Julie Lubisi	United States of America
Meseret Abebe	Ethiopia
Paige Edwards	Australia
Kratika Choubey	India
Vilherne Petit-Frere	United States of America
Victoria Klimova	Netherlands
William Mansfield	United States of America
Omprakash Pal	India
Timothy Ryan	United States of America
Terence Fitzgerald	United States of America
Amanuel Mekonnen	Ethiopia
Kelly Moore	United States of America
Caitlin Jenkins-Watson	United Kingdom
Lois MacMillan	United States of America
Smith Maxime	Haiti
denise fletcher	Luxembourg
Guna Subramaniam	Singapore
McCall Philippe	Bahamas
Dan Anyumba	Kenya
Julie Grobon	France
Ali Perron	United States of America
Bri Combs	United States of America
Maina Sharma	India
J Venneman	United States of America
Indea Webb	United States of America
Ima Matul	United States of America
Sophie Otiende	Kenya
Sarah Bessell	United States of America
Tina Frundt	United States of America
Breanna Maloney	Canada
Clara Torres	Mexico
Carolyn Coutu	United States of America
Manas Bhattacharyya	India

Participant Name	Country
Dana Cala	United States of America
Esther Hogan	United States of America
Philip Hyldgaard	Denmark
Mariana Yevsyukova	United Arab Emirates
Daniel Melese Areda	United States of America
Alex Woods	United States of America
Meerim Bolotbaeva	Kyrgyzstan
Chevon Hill	United States of America
Natasha Bonner	United Kingdom
Crystal Bennett	United States of America
Elizabeth Salett	United States of America
Shanade Johnson	United Kingdom
Nambi Chelliah	India
Sr. Christina Lean	United States of America
Vicky Brotherton	United Kingdom
Alana Wheeler	United States of America
Shonnie Ball	United States of America
Janie Bullard	United States of America
Cara Groene	United States of America
Elizabeth Mitaro	United States of America
Carolyn Long	United States of America
Gloria Salas	United States of America
Rhiannon Bell	United States of America

Kevin Willcutts	United States of America
Vijay Simhan	United States of America
John Richmond	United States of America
Nick Grono	United Kingdom
Jessica Galimore	United States of America
Carolyn Huang	United States of America
Bill Clark	United States of America
Annick Febrey	United States of America
Megan Webb	United Kingdom
Amy McGann	United States of America
Wondosen Aragi	Ethiopia
Bharti Birla	Switzerland
Lawrenta Igoh	United Kingdom
Ethan Dazelle	United States of America
Andrea Rojas	United States of America
Sabrina Vashisht	United Kingdom
Kathryn Chinnock	United States of America
Mariah Grant	United States of America
Kate Shepard	United States of America
Laoise Ni Bhriain	United Kingdom
Christine Buchholz	United States of America
Suellen Seigel	United States of America
Natalie Castro	Canada



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