



**2021**  
**QUARTER 4**  
**SUMMARY REPORT**

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## Spotlight - Mitigating Harmful Practices

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In the later part of 2020, the Global Learning Community started a conversation on how anti-trafficking organisations can **mitigate harmful practices within their own organisations and how to grow the sector to the next level**. During a time of reviewing and debriefing stories of organisational mismanagement and exploitation of survivors, the community worked with the Secretariat to create a list of eight key themes that are vital to consider when working to mitigate harmful practices. The eight key themes are as follows:

- **Protecting Staff in the Workplace**
- **Fundraising and Ethical Storytelling**
- **Programme Communications**
- **Managing the Involvement of Collaborators**
- **Executive Director Roles and Accountability**
- **Boards and their Responsibility**
- **Organisational Culture**
- **Policies, Processes and Systems**

Over the course of 2021, the Monthly Learning Calls were devoted to **exploring and critically reflecting** on these topics and were hosted by the Secretariat and with **the assistance of guest speakers from the Equity Partners and the Secretariat**.

Throughout the series many GLC community members communicated to the Secretariat that these discussions were unique to this sector in their **honesty and transparency** and helped forge the path forward to a more **collaborative dialogue**. Additionally, many GLC members remarked that these topics are often the most challenging to address as they are often far removed from the original passions and motivations that drew them to anti-trafficking work.

The time spent **diving deep into these topics on the Monthly Learning Calls rippled into GLC community members organisations** with presentations, new policies and discussions being incorporated and implemented. Further discussions around the **mitigating harmful practices were also explored in Coffee Corner Calls** such as on the power and process of decolonising language, the need for further research on the challenges of anti-trafficking funding and the intersection of the LGBTQ+ community and anti-trafficking.



# Objective 1: Connections

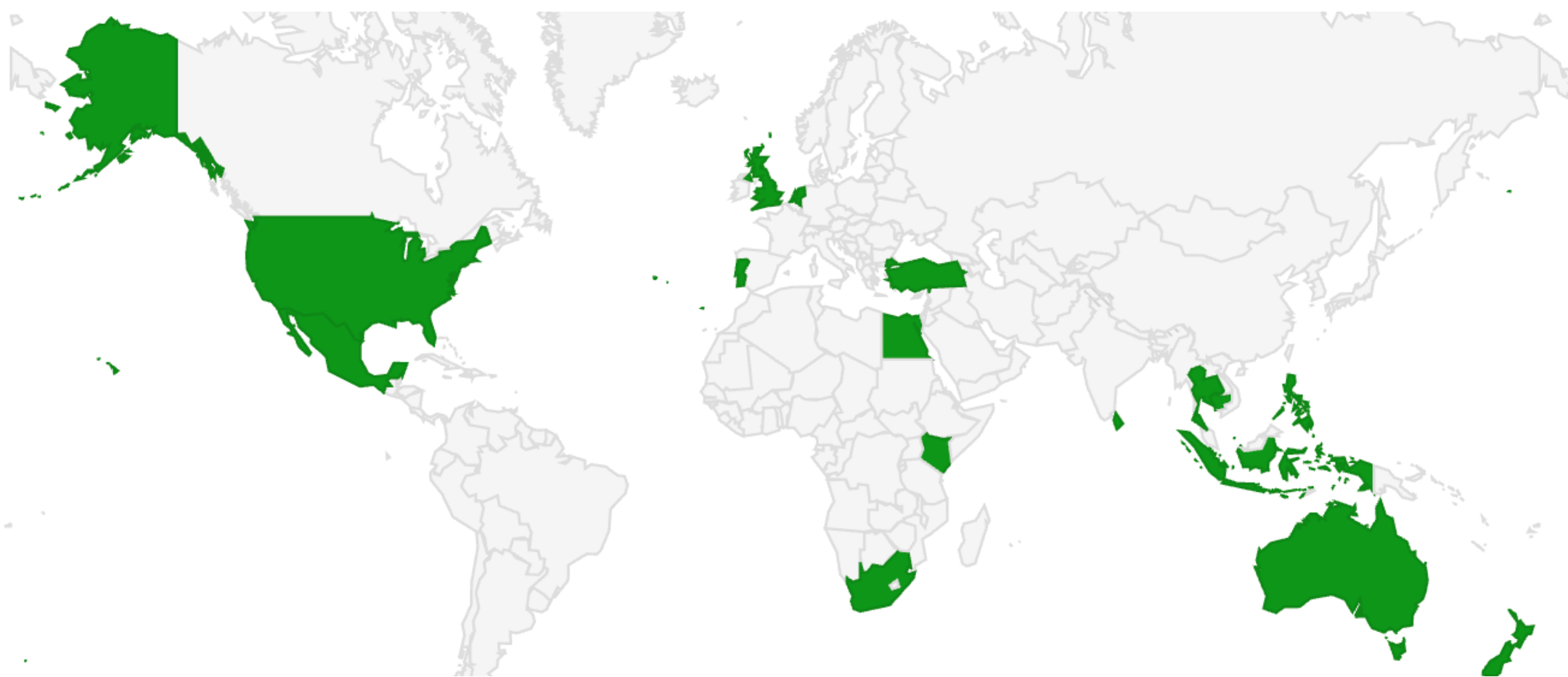
## Objective 1: To inform, support and facilitate member development and connections within the anti-trafficking community, partners, and external stakeholders

- **3 Monthly Community calls in two time zones.** These six calls were facilitated by the Secretariat, focussing on mitigating harmful practices and celebrating and reflecting on the successes and challenge of this year. Topics included: Risk policy and management and communications and fundraising.
- **62 Community Members** attended these 6 monthly community calls
- On average, 21 GLC members attended each call, **7 countries were represented on each call**, and 10 organisations were represented on each call (See Graph 1&2).
- On average, **14 meeting/connections per quarter were conducted by the Secretariat** to support GLC members in their unique needs/goals.
- **12 resources** (toolkits/research/articles/etc) were shared with community members per quarter



## Graph 1

### Countries Represented on GLC Monthly Learning Calls Q4



#### Countries Represented on GLC Monthly Learning Calls

Australia  
Cambodia  
Egypt  
Indonesia  
Kenya

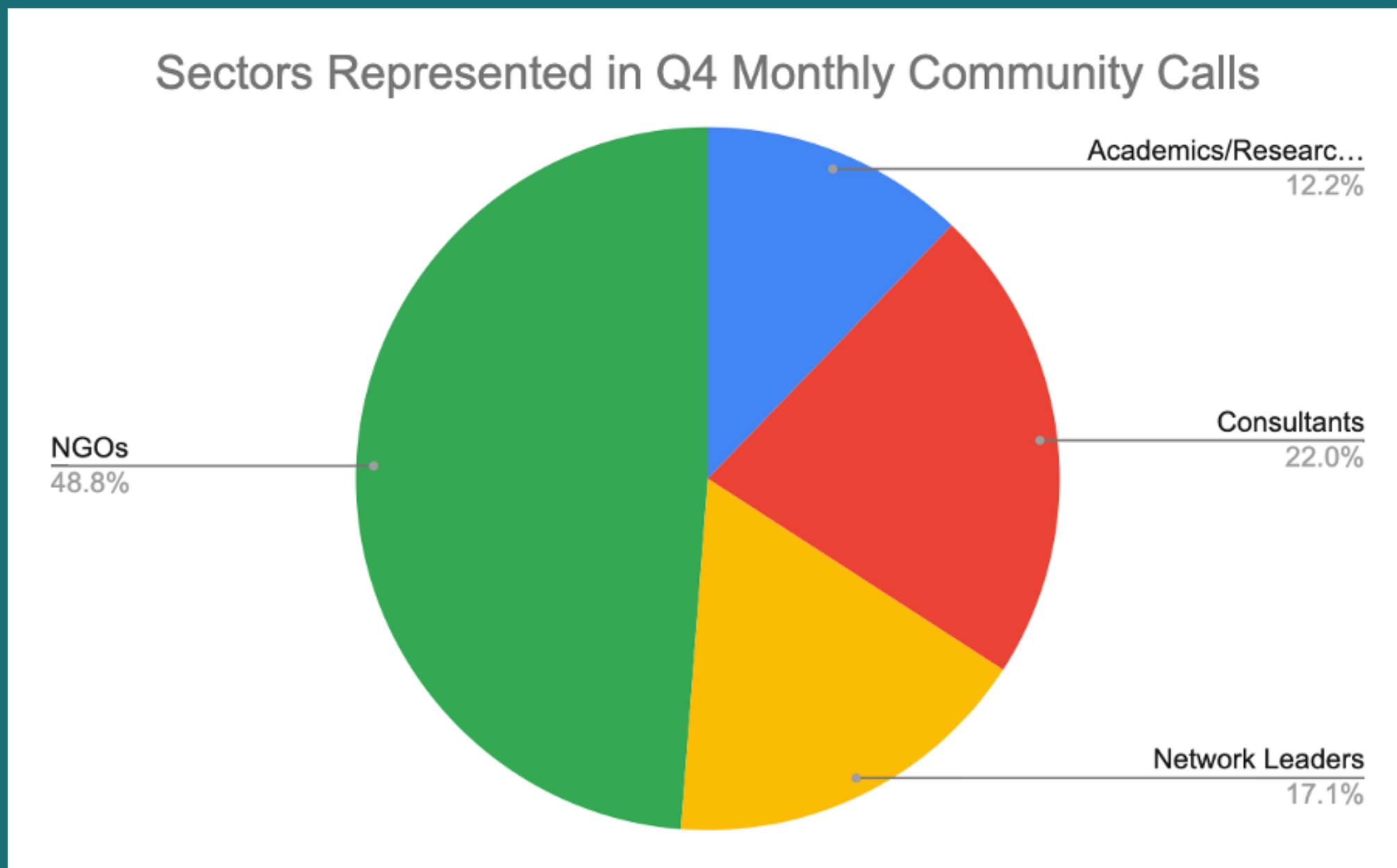
Mexico  
The Netherlands  
New Zealand  
Phillipines  
Portugal

South Africa  
Sri Lanka  
Thailand  
Turkey  
United Kingdom  
USA



# Objective 1: Connections Continued

Graph 2

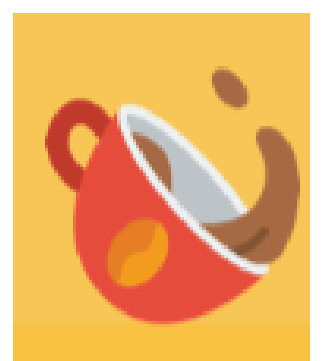


# Objective 2: Learning

**Objective 2: To establish Learning Hubs and Community Projects that provide technical assistance and support for GLC members**

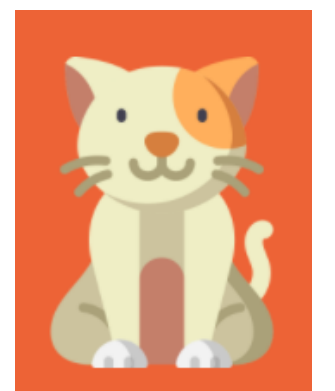
### Coffee Corner Calls

- **5 Coffee Corner Calls** on **funding challenges and the anti-trafficking sector, LGBTQ+ communities, decolonising language, and measurement frameworks for survivor restoration** with **80%** of the calls leading to further action.
- On average, 9 GLC members and invitees attended on each call, **5 countries were represented** on each call, 6 organisations were represented on each call.



### Coalition and Network Leader Calls (AKA Cat Herder Call)

- **1 Coalition and Network Leader Call** was focused on drafting a **proposal articulating the impact and value of grassroots anti-trafficking networks and coalitions** in combatting human trafficking. This included gathering case stories from GLC members to support the data.
- 7 GLC community members attended this call, **5 countries were represented** on this call, and 5 organisations were represented on this call.



### Community Projects

- **2 Community Projects were active** with the **Wordsmith group** meeting to draft options for a **GLC tagline** for the forthcoming website and the **Tech group** continuing to provide advice and guidance on the website design.





## Objective 3: Equity Partners

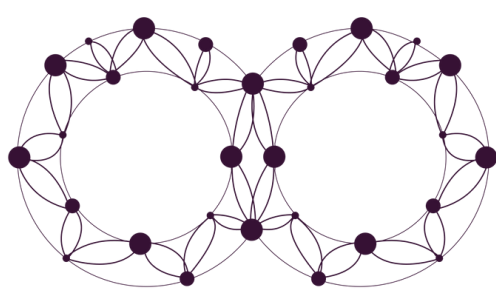
**Objective 3: To facilitate peer learning, coaching, connections and leading projects through a commitment of time up to 20% of their work week.**

Throughout the quarter the **Equity Partners continued to actively contribute within the community**. Equity Partners provided valuable insights and discussion to Coffee Corner Calls, Coalition and Network Leader Calls, Monthly Learning Calls and shared resources for the forthcoming website.

**8 Equity Partners signed the MOU** and attended a quarterly meeting where feedback and ideas for engaging and involving the GLC community were discussed.

### Equity Partner Sweat Equity Spotlights:

- **Jacq (Red Oak Hope) and Leanne Rhodes (European Freedom Network)** worked closely with the Wordsmith Group to produce the GLC Mission Statement.
- Jacq, Leanne and **Elizabeth Scaife (FYN Global)** provided feedback on the ongoing website design via the Tech Group.
- **Lucy McCray (The Freedom Story)** presented on the experiences and leading practices of Ethical Storytelling
- **Priscilla Santos (The Salvation Army)** shared lessons learned from her organisation on communications, fundraising and deep consent.
- **Toluwanimi Jayebo (The Salvation Army)** and Priscilla co-lead a Coffee Corner Call for the community to reflect and process the power of decolonising language in the sector.
- **Kelsey Morgan (EverFree)** led a Coffee Corner Call on how survivor restoration measurement can be improved through new online tools.



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## Objective 4: Secretariat

### Objective 4: To oversee and implement the administrative functions as the GLC secretariat

Throughout this quarter the Secretariat maintained and grew connections within the community (Graph 3). The Secretariat **held at least 4 meetings per month** devoted to **providing support for the Monthly Learning Calls, Coffee Corner Calls and all other needs members requested assistance for.**

Beyond supporting all GLC Monthly Learning and Coffee Corner Calls, **the Secretariat was highly involved with facilitating connections and meeting the unique needs and question of the community.**

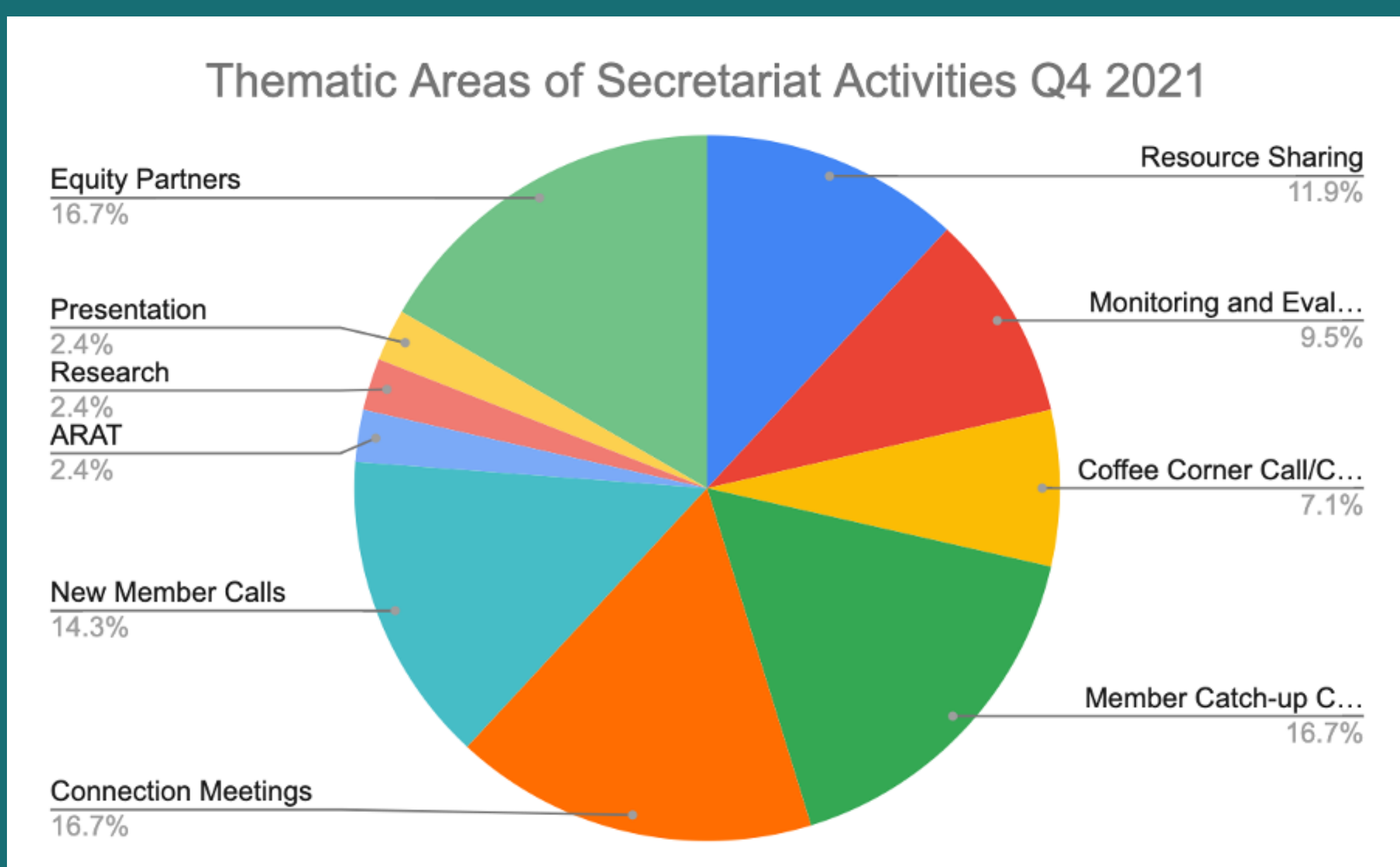
Throughout this quarter the Secretariat mainly communicated with organisations that operated on a global scale or that were active in North America and Europe (Graph 4).

The Secretariat also supplied the community with a variety of resources and **worked closely with the Equity Partners** to continue to develop their role within the GLC. In these activities, **the Secretariat primarily worked with NGOs** and existing GLC community members.

Alongside of this work, Helen provided presentations to **The Salvation Army** on how to start a local modern slavery and human trafficking response and to **The European Freedom Network** on the crucial role of monitoring and evaluation within an organisation. The Secretariat was also excited to see **more inner GLC connections** with member connecting to share resources, experiences and assistance.

Finally, the Secretariat also **processed the joining forms and exploratory calls with 6 new members.** From these new members multiple GLC members have reached out to provide assistance to active trafficking cases in East Africa and the Middle East.

### Graph 3



# Objective 4: Secretariat

Graph 4

