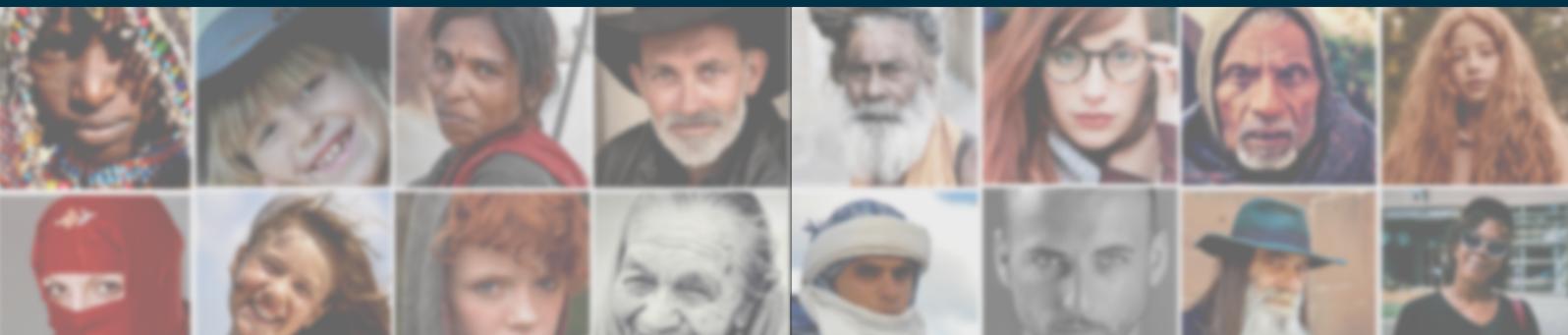




HUMANS FOR HUMANS

2020 REPORT

Our very first year, an incredible adventure



Preface

Humans for Humans was founded in January 2020 with the intention of being an organization that provides free mental health support for human trafficking survivors and for the professionals working in the field.

We asked organizations about their needs and I studied for an entire year about the link between mental health and human trafficking. It is crucial to understand the real needs before starting a project like this.

Before we had even registered our organization, we were contacted by a professional that works in the front-line of human trafficking. She had heard about our idea and said "When I heard about your project was like God had answered my prayers.". This really made me understand how important and impactful what we were creating actually was, and she was the first person getting support from Humans for Humans.

Our work is based on the Sustainable Development Goals and the Convention of Human Rights. We aim to make mental health a basic need for human trafficking survivors, and do it in a way where survivors are included in the decision making and design of more specialized services for them. We also support the professionals working in this field because we understand how difficult it can be to work with trauma everyday.

We are a new organization and we want to set an example on how to work with this population and how to collaborate to achieve the goal of having Human Rights being respected everywhere, for everyone.

We believe that only with a global community of people committed to the mission of abolishing all types of slavery, we can actually achieve that goal.

We will keep on working collaboratively and with a strong commitment to our values as an organization.

A handwritten signature in black ink that reads "Sara Pestana Cardoso". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Sara Pestana
Founder & Executive Director

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INTRODUCTION

Humans for Humans is a non-profit organization with focus on mental health and human trafficking. We work on:

Treatment: We provide free mental health support for human trafficking survivors, for those indirectly affected by this crime, and for the professionals working in the field.

Prevention: We develop educational and professional programs, events and campaigns, to raise awareness about this issue and involve society.

Progress: We are currently developing technology to facilitate and secure the work of anti-trafficking organizations. We develop training opportunities for the professionals working directly with survivors. We include survivors on the design of more specialized mental health services for them. Finally, we do research on the topic and on our work.

Our values are the fundamental beliefs that motivate and guide our actions and attitudes! At Humans for Humans we make choices, design projects and develop our work always based on our core values. We deeply believe:

Every human being has the right to **FREEDOM!**

The **INVOLVEMENT** of communities, individuals and businesses is key to accomplish our mission.

The **SAFETY** of the people we work with and of the information that is shared within our work is a priority!

The **TRANSPARENCY** of our work, progress, interventions and services builds a stronger community.

COLLABORATION is key to achieve our goals and have greater impact on the fight against all types of slavery!

INTRODUCTION

Our vision

We believe in a world where all human beings are free and safe. In Humans for Humans we believe in a global community willing to support human trafficking survivors, so that they don't depend on the resources available on the country where they were rescued. It's time to move beyond labels and stigmatization, COLLABORATION is the only way we can eradicate slavery, everywhere, forever.

Our Impact Goals

1. Including survivors on the design of more specialized mental health services for them.
2. Creating opportunities for inclusion and growth for all human trafficking survivors.
3. Promoting well-being and mental health for human trafficking survivors and for the professionals working in the field through counseling and therapy.
4. Preventing burnout and vicarious trauma among professionals working in the field.
5. Creating a global community of mental health professionals interested and committed to providing mental health services to human trafficking survivors and professionals working in the field.
6. Contributing to the improvement and evaluation of the quality of the services being provided in this field, worldwide.
7. Preventing and creating awareness about human trafficking and modern slavery among the general public, by mobilizing and involving communities against this crime.
8. Developing technological solutions that facilitate the work between different professionals and survivors of human trafficking.

Organizational Structure

Working Board

Humans for Humans is led by a Working Board of at least 2 members, including chairman and deputy chairman. The Working Board is the highest authority between the annual meetings.

The Working Board must always have at least one member with a professional background from mental health.

Efforts shall be made to ensure that at least one board member is a survivor of human trafficking.

The board can make decisions when a majority of the board members are present. Decisions are made by the majority of the votes cast. In the event of a tie, the chairperson's vote counts twice.

Team

A Team of engaged volunteers contributes to the work and development of the organization.

Clinical Psychologists

Humans for Humans counts with the priceless contribution of volunteer Clinical Psychologists that donate part of their time to provide mental health support. The Clinical Psychologist do not have authority to vote on organizational matters or bear legal fiduciary responsibilities.

Who we are

Working Board



Sara Pestana
Founder & Executive Director

Sara is a family Therapist from Portugal, the founder of the organization. With experience working with different at risk populations, while finishing her Master's Degree in Psychology, she worked in a protection center for human trafficking survivors.



Kristina Mineeva
Co-founder & Development Director

Kristina has two Master's Degrees, one in Marketing and another in Finance. With experience in business development and marketing, she has several clients both in Norway and abroad.



Anthony Giannoumis
Chief Innovation Officer

Anthony is an international expert in universal design. His work focuses on fusing human rights in the design of technology. He actively develops new businesses focused on universal design and has authored over 40 scientific publications and taught over 3,000 undergraduate and graduate students.

Who we are

Clinical Psychologists



Herman Fjellstad

Herman is an experienced psychologist whose work has been more focused on counseling and treatment of burn-out and other work-related mental health issues. With experience in Post Traumatic Stress Disorder, employing evidence based cognitive therapy for PTSD, as recommended by the American Psychology Association, the UK's NHS, as well as the Norwegian Notional Center of Violence and Traumatic Stress.



Felipe Lillo Climent

Felipe obtained his Master's Degree in Health and Clinical Psychology and got experience in working with thousands of people in both professional and volunteer contexts. He is currently finishing the certification in Compassionate Inquiry, a methodology created and supervised by Gabor Mate.

Volunteers



Molly Venn



Lisa Fuller



Sibani Thapaliya



Alicia Palacios

2020

Activities & Achievements

We are an organization run entirely by volunteers. In the short amount of time since our founding in January of 2020, we have:

1. Been selected to be part of the Charge Incubator program as one of the start-ups for 2020.
2. Provided individual online mental health support for three professionals who work on the front-line of human trafficking.
3. Included the voice of survivors and consulted with survivor-led organizations to understand their needs and create more specialized services for them, with them.
4. Between April and June of 2020, in collaboration with Diversify, we developed a digital series entitled "Mental Health In Times of COVID-19." With over 50 different participants, we hosted a session every week to provide support for the general public who felt the need to connect and work on their mental health during these difficult times.
5. Partnered with ECPAT Norge on the project "If You Speak up, I Will Join," by joining the conference in June and providing useful materials for survivors of human trafficking about mental health.
6. Raised awareness through our social media channels and reached 1,000 followers on Facebook, 400 on Instagram, and 150 on LinkedIn.

2020

Activities & Achievements

7. Partnered and collaborated with different international anti-trafficking organizations, such as: Footprint to Freedom (The Netherlands), APF (Portugal), UN Women, ECPAT Norge, Safe House Foundation (Russia), the King Institute (Norway), and AYINET (Uganda).

8. Started the digital series "Mental Health & Human Trafficking." The series created a space for sharing good practices and gathered different global experts who provided webinars on relevant topics. We hosted nine different professionals, including: Silvia Gurrola (México), Kyle Davies (UK), Ayano Masty (USA), Malaika Oringo (The Netherlands), Veronica Antimonik (Russia), Michelle Silva (USA), Alexis Villarroel (Chile), Nina Volontey (Russia), and Anastasia Grishina (Russia).

9. In November, we organized an Anti-trafficking Hackathon, with the intention of developing the first specialized software for working with survivors of human trafficking. The event allowed us to continue developing our minimum viable product, which students from the School of Applied Technology (SALT) had already started developing as a school project earlier in 2020. The Hackathon was a huge success, and attracted sponsors like Microsoft, Sysco, SALT, and Accenture, among others. During the event we developed crucial translation features and more adapted communication tools to enable survivors to talk to the professionals helping them.

2020 Budget

Transactions	Credit	Debit
Donations	2,196.50 kr	
Charge AS & Lundin Foundation	50,000.00 kr	
Sponsors of the Anti-Trafficking Hackathon (Microsoft, Sysco, Salt, Accenture)	38,353.52 kr	
Software Licences		
Zoom platform		898.64 kr
Confre As		2,495.00 kr
Outsourced		
Logo		4,000.00 kr
Marketing		3,700.00 kr
Website (CMC - COMUNICACAO VISUAL, LDA.)		7,868.49 kr
Social Media		
Advertising		982.22 kr
Anti-Trafficking Hackathon		
Prizes for 3 winners		8,210.00 kr
Gifts for the mentors and jury		2,600.00 kr
Honoraries		10,000.00 kr
Overhead		
Salaries		0.00 kr
Other Expenses		
Bank Account Fees		289.49 kr
Materials for events		1,090.00 kr
Summary		
Total income	90,550.02 kr	
Total expenses	42,133.84	
By end of the year	48,416.18	

Budget was approved by the Board:

Sara Pestana

Kristina Mineeva

Anthony Giannoumis





Conclusion

We are an organization run entirely by volunteers, and while we are proud of what we have accomplished within a year with only volunteer support, we dream of being able to do so much more.

Starting 2021 with a committed team of **fifteen** volunteers, we intend to pursue our mission and keep providing support for those who are in the most need.

In order to achieve our goals and increase our impact, in a sustainable way, in 2021 we plan on:

1. Increasing the number of survivors and professionals helped.
2. Expanding the network of clinical psychologists.
3. Continuing hosting sessions for specialized training and sharing of good practices internationally.
4. Collaborating and partnering with more organizations worldwide and maintain the good relationships we have built do far.
5. Host more face-to-face events as the pandemic is more controlled.
6. Engaging more communities in our mission.
7. Creating of a paid membership program to share premium content.
8. Starting crowdfunding campaigns to gain more donors.
9. Continuing of securing sponsors for specific events and ongoing projects.

THANKYOU

Conclusion

The report 2020 was approved by the Board:

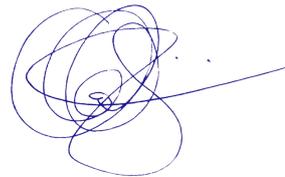
Sara Pestana
Founder & Executive Director
Styreleder



Kristina Mineeva
Co-founder & Development Director



Anthony Giannoumis
Chief Innovation Officer



Date and place: 31.01.2021, Oslo