

HUMANS FOR HUMANS

Annual Report



2021

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from the Founder

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a message from the founder

Creating an NGO from scratch is not easy and it takes time to build trust with our community. Thanks to an amazing team of volunteers and the support of mentors, organizations and friends, we were able to grow fast, establish several partnerships and learn from professionals from all over the world.

The journey has been magical because it shows the power of kindness and commitment. As an organization entirely run by volunteers, we are extremely proud of what we have accomplished in such a short time, and we dream of doing so much more!

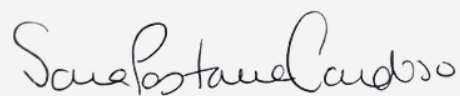
This year we learned how to prioritize, unfortunately, we are not able to respond to everything at the same time and we have to secure funding to be able to provide the best possible care and maintain the free services for those in need. We are doing our best and any contribution makes a huge difference!

Our mission has not changed and neither did our vision, we are forever committed to contributing to a world without slavery and where all of those affected by it, get proper and free care.

"We are forever committed to contributing to a world without slavery and where all of those affected by it, get proper and free care."

If you are wondering what motivates us, as volunteers, to keep on dedicating so much time to this project, we normally say that "one day, Humans for Humans will be huge, and we will know that we were part of its very foundation". We work on the side of hope, we help those who are free from trafficking and help them rebuild their lives to live a happy fulfilling life!

Thank you for being part of our community!



Sara Pestana Cardoso

Founder & Executive Director
HUMANS FOR HUMANS

who we are

We are friends and citizens of the world who share the same values and we do our best to contribute to a world without slavery.

Our organization is entirely run by volunteers, who are engaged and whose work contributes to the development of the organization. We dedicate our free time to the mission of Humans for Humans.

vision

We believe in a world where all human beings are free and safe. We believe in a world where all survivors of human trafficking get free access to adequate mental health support.

At 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 in 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.



values

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



Transparency

of our work, progress, interventions and services. It builds a stronger community.



Safety

of the people we work with and of the information that is shared within our work is a priority.



Collaboration

is the key to achieving our goals and having a greater impact on the fight against all types of slavery.



Kindness

to change the world. No action is too small.



Support

Adequate, Inclusive and accessible to all!

mission

To make mental health services accessible to all.

- To improve post-trafficking mental health support services and make them a priority.
- To include programs about human trafficking in schools and universities.
- To educate global mental health professionals so they are prepared for the specific needs of this population.



Sara Pestana Cardoso
Founder & Executive Director

Felipe Lillo Climent
Psychologist & Advisor

Kristina Mineeva
Marketing & Publicity

our impact goals

01

Including survivors in the design of more specialized mental health services for them.

05

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.

02

Creating opportunities for inclusion and growth for all human trafficking survivors.

06

Contributing to the improvement and evaluation of the quality of the services being provided in this field.

03

Promoting well-being and mental health for human trafficking survivors and for the professionals working in the field through mental health support and resources.

07

Preventing and creating awareness about human trafficking and slavery among the general public, by mobilizing and involving communities against this crime.

04

Preventing burnout and vicarious trauma among professionals working in the field.

08

Developing technological solutions that facilitate the work between different professionals and survivors of human trafficking.

what we do

Humans for Humans is a non-profit startup organization with a focus on mental health and human trafficking. Since our founding in January 2020, we have been entirely run by volunteers, with an extra challenge of being amid a global pandemic that didn't allow our team to work together in person.

We met for the first time in May 2021, and we had a blast! The work of this team is remarkable and we are extremely proud of what we have accomplished in such a short time, with limited funding.

None of this would have been possible without the support of many partners and organizations who collaborated with us and helped us reach even more people. We are extremely grateful for all the people we have been meeting along the way.

education, training and awareness

Digital Series "Mental Health & Human Trafficking"

Talks for companies and organizations

Social Media

secure digital support solutions

Humans for Humans Network

CARE - Connect Adapt Reach Empower

therapy for groups and individuals

WHAT WE DO: EDUCATION, TRAINING AND AWARENESS

digital series

Mental Health & Human Trafficking

This series consists of online webinars featuring global experts in different fields. Each episode features a professional who teaches about a relevant topic for supporting survivors of human trafficking, preventing human trafficking, or presenting good practices in mental health care.

This project was developed to promote more global communication and collaboration in the fields of mental health and human trafficking because unfortunately, most survivors of human trafficking don't have access to adequate mental health support and most mental health professionals don't learn about human trafficking.

It is essential to develop more training for different anti-trafficking professionals on how to handle difficult emotions, promote open and non-judging conversations and attend to the specific needs of survivors of human trafficking. Building a better-prepared workforce will improve the care being provided to survivors, but also help protect these professionals from vicarious trauma, burnout and other issues natural to this profession.

The importance of maintaining international dialogues and learning from one another is that most victims are trafficked outside their home country, therefore, post-trafficking services must be culturally informed. With a global pandemic affecting everyone's life and work, we chose to do this online, which allowed us to reach more people from all over the world.

participants & feedback

Over 150 unique users participated in our Digital Series, from North America, South America, Europe, Asia, Africa and Oceania. The speakers themselves also come from different parts of the world, which allows us to learn from different perspectives and realities.

"It was a very interesting topic to learn. Because of the online event, I could join and have an opportunity to be in. Thank you so much for organizing."

– *Someone who just wants to learn more*

"Good work. I think you should advertise more about such webinars to get more university students and researchers to attend thereby increasing your reach."

– *Researcher in this field*

"Amazing work. Well done everyone."

– *Frontline worker*

"Amazing amazing webinar led by Michelle! Look forward to more"

– *Someone who just wants to learn more*

"This is so great, here we don't have access to training at all and we work with all different topics. Thank you for organizing this"

– *Frontline worker*

"This is very valuable knowledge"

– *Frontline worker*

19

Episodes

150

Unique participants

6

Continents

21

Speakers

digital series episodes

2020

Episode 1

Expressive Writing: A tool to overcome trauma from sex trafficking
with Silvia Gurrola Bonilla

Episode 2

Phoenix Rising Yoga Therapy: embrace the opportunity for change, growth and enhanced well-being
with Ayano Masty

Episode 3

The connection between Emotions, “ Symptoms & Trauma
with Kyle Davies - Energy Flow Coaching

Episode 4

Stand up for victims’ rights & survivors’ inclusion and engagement
with Malaika Oringo - Footprint to freedom

Episode 5

Human Trafficking prevention in Russia: Specifics and challenges
with Veronica Antimonik - The Safe House Foundation

Episode 6

The impact of COVID-19 on survivors of trafficking: Focusing on women and girls
with Michelle Silva - UN Women

Episode 7

Trauma and intrusive re-experimentation, approaches from the narrative: Creating community with the survivors.
with Alexis Bustos Villarroel - Metáfora

Episode 8

The psychological aspects of helping survivors of sexual exploitation
with Nina Volontey & Anastasia Grishina
Safe House Foundation

Episode 9

Mindfulness and self-compassion: Learning how to build resilience
with Jan Kňakal - Mindfulness Integrativa

Episode 10

Human trafficking, Social Dumping and Labor Exploitation: Situation in Norway
with Gabriela Sanzana Pavez - Caritas Norge

Episode 11

Stress, trauma and coping
with Dr. Suraj Thapa - UiO

Episode 12 -

Psychotherapeutic approach for victims of dehumanizing violence
with Enrique Caballero - Psicoterapia de premisas

Episode 13

The North-central American corridor of violence: myths and realities about the Mara Salvatrucha
with Marco Lara Klahr

Episode 14

Southern Border: Views and Resistance
with Diana Citalán and Diego Lucero

Episode 15

Understanding Dissociative Identity Disorder in Trafficking Survivors
with Calion Smith

Episode 16

Incorporating Victim and Survivor Centric Approach into Support and Prevention
with Dr. Julie Crutchley

Episode 17

Sexuality as a human right
with Rosember López Samayoa - Una mano amiga

Episode 18

Ethics and Morals in human rights
with Ernesto León

Episode 19

Au pairs in Norway: their limited migrant rights and abuse risks
with Sallie Malayan - FHS Norge

2021

talks for companies and organizations

The involvement of businesses in the fight against all types of modern-day slavery is essential, as they have the power and resources to promote a fast development in this field. Non-profit organizations usually struggle to fund their operations and therefore their reach and impact are limited.

“That was great!
You are really
intelligent and
inspiring. Your work
sounds fantastic,
so modern and
innovative.
A big thank
you from our
organization.”

– Hestia, UK

Businesses collaborating and providing support, either directly or indirectly, can help make the social impact services more sustainable and accessible to all.

It is possible for companies to prevent human trafficking across their supply chains, but they can also have an impact as individual citizens, by learning how to spot the signs, change certain behaviours or even stop buying from certain stores. The company's culture should promote a safe environment where everyone can be open about their mental health. By taking care of each other, and paying attention to the signs, we can prevent worse situations and even guide each other to help.

Our talks are adapted to your company. All our interventions are interactive and in accordance with your own goals.



'risk free' 1

HOME ABOUT US PRESS CONTACTS

Number of Human ing in Norway



...human health
...to Norway and we
...from treatment,
...to a lot of money
...of getting caught
...the



“I have just talked to some of the participants of today’s meeting. The conclusion – Sara, you rock! You managed to keep the audience's full attention during the whole presentation. (...) The people were overwhelmed with the numbers they have seen today. Hope you guys will help exterminate this awful rudiment of the human race.”

– SYSCO AS, Norway

[Check their blog,post about us](#)

WHAT WE DO: EDUCATION, TRAINING AND AWARENESS

social media

We use our social media platforms to raise awareness about human trafficking, by sharing information and resources; and promoting online events that are open to anyone around the world.

Due to limited funding, there were no paid ads performed this year, thus we only have organic followers and our audience is full of people who are engaged and support our work.

You can support our work by just sharing our posts, which will increase the reach and make resources more available to everyone.



Facebook



LinkedIn



@humansfor.humans



@humans_for_humans

WHAT WE DO: SECURE DIGITAL SUPPORT SOLUTIONS

humans for humans network

We have launched the pilot product of our network, that aims to create a safe space where global professionals and survivors can connect, share and learn.

- Exclusive content and conversations with people who face the same everyday challenges that professionals do.
- People with a shared sense of compassion and who work in the same field.
- Practical, evidence-based solutions for the most difficult decisions.
- Opportunities to be seen and validate the experiences of others by exchanging stories, experiences, and ideas around our shared mission.
- Empathy and inspiration

care

Connect Adapt

Reach Empower

In 2020 we saw the struggle most organizations were facing due to the emerging COVID-19 pandemic and the world taking a digital shift. In the field of human trafficking, while traffickers have been able to adapt quickly to technological changes, organizations providing support for the survivors have been struggling to keep up.

It is estimated that 40 million people are living in slave conditions worldwide. Technology plays an integral role in combating this crisis, and innovative solutions are increasingly becoming essential in order to save lives. Our goal is to provide a platform that will allow victims to easily, quickly, and safely communicate with professionals in order to get the help they need.

According to the Office for Democratic Institutions and Human Rights (ODIHR) and United Nations Women's report from 2020, 9 out of 10 organizations are only able to provide access to their services by phone. When organizations are able to adapt, they need to use a variety of different communication tools, mainly "websites, Facebook pages, Skype/Zoom/WebEx, online hotlines, mobile apps and Instagram".

For survivors, access to most support services has been more complicated when not entirely shut down. In many cases, survivors face additional challenges, such as:

- They do not speak the same language as their caseworkers, so all interactions need to include an interpreter. This makes the work more difficult, the communication less effective, and the establishment of a relationship between both more challenging.
- They do not always know how to read or write, so communicating via text can be difficult.
- Survivors might have low digital skills and not be familiar with technology or use it effectively.
- They might have specific disabilities that limit whether and to what extent they can access and use technology. For example, survivors often experience Post-traumatic Stress Disorder (PTSD), a psychological disorder, which has been scientifically shown to impact the ways in which a person uses technology. If technology is not designed with these disabilities and characteristics in mind, survivors with disabilities, also including sensory disabilities such as blindness or physical disabilities, will not be able to access or use that technology on an equal basis with others.

our solution to meet the survivors needs

**Humans for Humans
is developing an
innovative software that
allows safe, encrypted
conversations and the
storage of information
between survivors of
human trafficking and
the professionals
supporting them.**

The current solutions that exist often do not meet the survivors' needs, with services differing greatly depending on the country and/or organization. The need to use different technological tools makes it more difficult, both for the professionals and for the survivors. We contacted organizations and frontline professionals and here is an example of what he heard:

"The current methods we use to communicate are not safe enough. We often need to share documents via email and we have to password protect them in order to ensure confidentiality, which some organizations do not accept. On top of that, the system we have in place requires us to use more than one software - email, phone, WhatsApp, Microsoft teams and database - which is not practical and less safe."

By providing a streamlined and safe communication tool that addresses many of the challenges survivors face, including *language barriers, disabilities, and technological illiteracy*, we will be able to make services more accessible worldwide, and allow communication to flow in ways that are much more adapted to the specific needs of the survivors of human trafficking.

We have an MVP of the product and we are currently applying for funding to develop such an important tool. The required funding for the next stage of development is 428 000 NOK.

**The required
funding for the
next stage of
development is
428 000 NOK.**

≈ 44.026 € | 48.646 \$

therapy groups and individuals

Humans for Humans was founded with the intention of providing free mental health support for human trafficking survivors and for the professionals working in the field. It is crucial that all survivors get access to adequate mental health support, and we believe it is essential to also provide care for the professionals, to avoid burnout and vicarious trauma.

Studies show that the lifetime prevalence of self-harm, with and without suicide intent, is approximately 10% among youth up to age 25 years. In trafficking victims, this percentage can go up to 53%.

Other studies show that human trafficking survivors had an alarming higher-than-average rate of suicidal thoughts with 23% of survivors having attempted suicide, compared with 3% of the population with no prior violence exposure.

Human trafficking frequently involves multiple forms of abuse, including deception, coercion, extortion, threats, and, for many, physical and/ or sexual violence (Kiss, & Zimmerman, 2019).

The needs of the survivors are complex and varied, each story is a different story and it is difficult to generalize treatments or methods. It is essential that we use survivor centred approaches, that put the survivor in the centre of interventions and active in the development of their own journey.

We have provided individual and group support for professionals and for survivors, always connecting them to a therapist that speaks the same language and ideally, has the same cultural background.

Unfortunately, we are experiencing higher demand than what we can handle and it is not possible to assure adequate support only with voluntary work. For that reason, we have paused our therapy and support services until we can secure funding for employed psychologists, who can take more cases faster.

summary of activities 2021

11

Episodes of the Digital Series
"Mental Health & Human Trafficking"

Started a collaborative project with Caritas Norge and The Oslo Desk – "She Witness".

This is a Podcast that aims to raise awareness and spread information about domestic violence and the services available in Oslo.

3

Face-to-face events of "The Good Challenge" for the general public, in Oslo

Participated in several Master's Thesis research for students from BI and UiO in Oslo.

113

Newsletter Subscribers

Presentation on "Tech and Human Trafficking" for SYSCO AS, Norway.

3

Paying members from the launched pilot of the professional network

Presentation for Hestia, an anti-trafficking organization in the UK.

BUDGET

Transactions	Debit	Credit
Donations		22,319.21 kr
Network memberships		299.58 kr
Outsourced		
Domain	255.99 kr	
Website maintenance	1,254.98 kr	
Office Space	4,000.00 kr	
Audit	2,500.00 kr	
Software Licences		
Zoom	1,332.11 kr	
Confrere	623.75 kr	
Vimeo	2,550.00 kr	
Later	735.66 kr	
Storage	290.00 kr	
Overhead		
Honorariums	20,000.00 kr	
Salaries	0.00 kr	
Other Expenses		
Bank Account Fees	424.00 kr	
Costs for events	1,497.11 kr	
Summary		
From last year		48,416.18 kr
Total income		22,618.79 kr
Total expenses	35,463.60 kr	
Balance end of 2021	35,571.37 kr	

The budget was approved by the Board:

Sara Pestana Cardoso



Kristina Mineeva



Anthony Giannoumis



audit approval



IGEL-REVISJON AS
Statsautorisert revisor
Sundenga 6
2008 Fjerdingby
Org.nr. 997 060 881

ways to give

make a donation

Account Number: 12546317461

Name: Humans for Humans

IBAN: NO6712546317461

Cultura Bank BIC / SWIFT: CULTNOK1

VIPPS: 628342

free ways of contributing



Share our work



Volunteer with us



Connect us with
interested people
and companies

[Subscribe to our newsletter](#)

Ending slavery is everyone's responsibility.

**We are not
B2B or B2C,
we are H2H.**



**thank you for
your support!**

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