



ANNUAL REPORT

FY 2019





From our Executive Director

Dear Supporters,

As I reflect back on the past year, I am in awe of what we have achieved with your support. I love to share the accomplishments of our small and mighty FAIR Girls team and the resilient, courageous survivors whom we serve in pursuit of our mission to end human trafficking, one life at a time. FAIR Girls' mission is deeply rooted in reducing the barriers faced by young women and girls being trafficked and assisting those survivors referred to us, not only in safely liberating themselves, but also in having the skills, resources and support they need to remain free. Over the last fifteen years, FAIR Girls has been able to make great strides in identifying and helping to close the "on-ramps" into exploitation and trafficking — through our prevention education curriculum and community outreach and training programs — while increasing access to the "exit-ramps" from exploitation — through age-appropriate, specialized direct services, safe transitional housing, advocacy and support.

I ask that you take a moment to read our program highlights, because they tell the story of the deep investment in the safety, healing and empowerment of each survivor that we worked with this year and their individual transformational journeys. We celebrate these successes because behind each number is the inspiring story of a survivor who was able to get the life-saving support she needed to transform her future. But there are still too many girls and young women who are not getting the essential help they so desperately need. That is why FAIR Girls is asking our closest supporters to continue to invest deeply in the safety and restoration of these girl and young women survivors. Your continued generous support will enable FAIR Girls to improve upon and expand the capacity of each of our life-saving programs.

On behalf of the survivors we serve, the FAIR Girls Staff and Board of Directors thank you from the bottom of our hearts for your continued support this year. We hope you will join us in reflecting on all that we have accomplished together this year and continue to help us meet the needs of survivors of human trafficking along their journey out of the darkness and into the light.

In partnership,

Erin B. Andrews
Executive Director

FAIR Girls' Board of Directors

FAIR Girls' Board of Directors actively partners with FAIR Girls' management. The Board is closely involved in developing all of FAIR Girls' policies and its strategic direction and meets quarterly with the organization's staff for reports on goals, outcomes achieved, budget, operational needs and priorities for the upcoming quarter. In addition, the Board's responsibilities include direct supervision of, and frequent interaction with, the Executive Director and regular reporting from all of FAIR Girls' director-level staff. Communications among the Board and the Executive Director regarding various fundraising opportunities, ongoing board recruitment, audit and compliance successes, and improvements to organizational policies and procedures occur as often as weekly. In sum, the FAIR Girls Board demonstrates its commitment to the mission and the organization through its intimate involvement in not only broad issues of strategy and direction, but also in close oversight and management of that strategy.



Board of Directors:

Christine (Brooks) Terrell
Cheryl Battan
Jeniffer M. De Jesus Roberts
Anne Fabry
Bruce Fries
Anne McCants (MA Secretary)
Pamela Parsons

Julianne Paunescu
Ajmel Quereshi
Kami Quinn
Alexandra Senyi de Nagy-Unyom
Patrice Sullivan
Kris Yi Levin-Snow
Joleen Zanuzoski

FAIR Girls' Staff

To help us meet the various needs of survivors of human trafficking and commercial sexual exploitation, we employ a diverse group of highly experienced, trauma-informed experts to make every aspect of our work possible. At FAIR Girls, you'll find a smart, dedicated, and compassionate staff hard at work.



Erin Andrews
Executive Director



Shannon Sigamoni
Director of Programs



Quincy Inman
Development Consultant



Khircelle Forde
Housing Manager



Leise Gergely
Direct Services Manager



Erin Price
*Case Management
Coordinator*



Jewel Wright
*Case Management
Coordinator*



Shelby Hettenbach
*Outreach and
Prevention Specialist*



Krystal King
*Residential Care
Coordinator*



Destiny Bullock
*Residential Care
Coordinator*

FAIR Girls' Mission

Ending human trafficking one life at a time through trauma- and survivor-informed services, housing, prevention education, and advocacy.



Our Work

FAIR Girls provides specialized care to female-identifying survivors of human trafficking and commercial sexual exploitation while also working to eradicate human trafficking through prevention education and policy advocacy. FAIR Girls' mission is to end human trafficking, one life at a time.



VIDA
HOME

The Vida Home is a 90-day transitional housing program for female identifying survivors ages 18-26. While at the home, clients have access to safe shelter, food, clothing, basic needs, transportation, and case management services.



CASE
MANAGEMENT

Each client has access to wrap-around, trauma-informed services through FAIR Girls or our partners. Dedicated case managers work closely with survivors to develop an individualized service plan to address their immediate safety and basic needs and work towards their personal goals.



PREVENTION
EDUCATION

FAIR Girls provides training to professionals and community members to raise awareness and improve identification and treatment of survivors. Our *Tell Your Friends* curriculum educates youth on the dangers and warning signs of human trafficking and commercial sexual exploitation.



POLICY &
ADVOCACY

FAIR Girls seeks to advocate for the legal protections and rights of the survivors we serve. Every policy position that FAIR Girls advocates is rooted in the actual lived experiences of our survivor clients.

Our Work:

Housing

FAIR Girls' Vida Home remains the only 90-day transitional housing program in Washington, D.C. designed exclusively for victims of human trafficking and commercial sexual exploitation ages 18-26 who identify as women. During FY19, FAIR Girls continued to provide a safe and welcoming home for our Survivor Residents. We provided 40 young women survivors with safe and specialized emergency and transitional housing as they sought shelter and worked hard to stabilize their lives. Under the leadership of our new Housing Manager, Khircelle Forde, we made some much needed improvements to the physical components of the Vida Home to ensure that the home remained a comfortable place of dignity for the Survivor Residents to start to heal, including new furniture, new computers and printer, improved kitchen supplies, dietary sensitive groceries, and a fully stocked supply closet containing culturally sensitive toiletries, basic essentials, and clothing essentials. FAIR Girls also improved our programming in the Vida Home by implementing bi-weekly house meetings with the Survivor Residents, where FAIR Girls leadership provides dinner and provides an opportunity for the Survivor Residents to listen to each other, ask questions, discuss chores, work through disagreements, provide feedback and build peer support.



Our Work:

Case Management

In FY19, FAIR Girls served 52 survivors, working by their side every step of the way to develop individualized care plans that addressed what they identified as their immediate safety and health needs, as well as short- and long-term goals. We are proud to share that we provided over 946* documented individualized services, including emergency/crisis intervention, case management, advocacy within the government, social service, and criminal justice systems they intersect with, and we facilitated access to mental health, legal, and language interpretation services. This number does not even include the scores of services provided to individuals who received crisis intervention services but never became clients. During FY19, FAIR Girls reopened our Drop-In Center in a new, safe location. We listened closely to what our survivor clients shared they needed to feel welcome and productive in the space and we implemented their ideas and feedback wherever possible. The Drop-In Center now has fresh paint, in warm and inspiring colors chosen by our staff and clients, snacks and ready-made meals, improved computers with access to the internet and printers, televisions to be used for programming, training and relaxation, a book shelf with a range of genres including self-improvement and wellness books, and a fully stocked basic needs closet containing both casual and professional clothes, coats, toiletries, and school supplies.



*We know that this number of services provided by FAIR Girls is significantly higher for FY19. However, due to a technical issue, the documentation of a significant number of services provided this year was lost in the migration of our client data from our old Salesforce platform to our new and improved Victim Case Management System (VCMS). We are aware of the issue now and are working to ensure that all data related to services provided is accurately captured in VCMS going forward.

Our Work:

HOPE Court

This past year, FAIR Girls continued to be an integral team member in the HOPE Court program, a cutting edge youth-centered juvenile diversion program in the Superior Court for the District of Columbia specialized for sexually exploited or at-risk court-involved youth. HOPE stands for "Here Opportunities Prepare you for Excellence," but as one youth client insightfully observed, it should stand for "Hang On Pain Ends!" Services provided to youth clients through HOPE Court include personalized mentoring, comprehensive case management, court advocacy, crisis counseling, referrals to medical and/or mental health resources, emotional support, safety planning, and transportation assistance. In addition, FAIR Girls provided to our HOPE Court clients psychoeducation on topics relating to the various dynamics of trafficking, such as emotional regulation, healthy relationships and boundaries, reactions to trauma, self-exploration and empowerment, grounding techniques, avoiding exploitation, and the grooming warning signs of traffickers. In FY19, FAIR Girls provided 21 high-risk or sexually exploited youth with a mentor advocate to amplify their voices as they navigated the juvenile justice system, working closely with a multi-disciplinary team of government partners to advocate for and coordinate youth-centered, trauma-informed legal and social services for these exploited and at-risk youth.



Our Work:

Prevention Education & Outreach

As a local leader in direct services for trafficking survivors and in the anti-trafficking movement, FAIR Girls is well positioned to provide prevention education to potentially vulnerable youth, as well as to adults who may have contact with trafficking victims. In FY19, we provided training and prevention education to 479 students and 1,033 adults regarding human trafficking and the commercial sexual exploitation of children (CSEC). We empowered them with knowledge, best practices, and community resources, and our audiences included students, educators, law enforcement, community members, mental health professionals, and other service providers. During FY19, FAIR Girls received far more requests for professional training, prevention education and outreach than we could fulfill. In an effort to better address this need and expand our impact in bringing more awareness to our communities, FAIR Girls created the new staff position of Outreach and Prevention Specialist.



Our Work:

Policy and Advocacy

This year we continued to champion laws and policies at the federal, state, and local levels that provide pathways to justice for trafficking survivors, including survivors who were exploited for profit through online platforms and survivors who cannot move forward with their lives due to barriers created by arrests and convictions for crimes they were forced to commit by their traffickers. Over the past year, FAIR Girls provided survivor-informed written and oral testimony on dozens of bills impacting the lives of survivors of human trafficking and CSEC. We participated in over 115 task force and coalition meetings, and engaged in numerous community events, panels and working groups as anti-trafficking experts, including: (1) the D.C. Mayor's Working Group on Alternative Strategies to Prostitution Response; (2) the Expert Panel convened by the D.C. Office of the State Superintendent of Education to draft model policies to prevent and address student sexual abuse by school staff and student-on-student sexual harassment, sexual assault, and dating violence, as required by the School Safety Omnibus Amendment Act of 2018; (3) the D.C. Metropolitan Police Department's Real Talk Panel in April during Sexual Assault Awareness Month; and (4) serving as a featured contributor and panelist for the documentary film "Nameless," which focuses on sex trafficking and the commercial sexual exploitation of children in the D.C. area. As a leading voice on anti-trafficking related policy issues, FAIR Girls views our participation in these types of community and stakeholder groups as integral to maintaining and building partnerships and ensuring that our laws and policies support, not harm, survivors as they work towards restoration.



34

D.C. Lobbying
Touchpoints

Federal Lobbying
Touchpoints

30

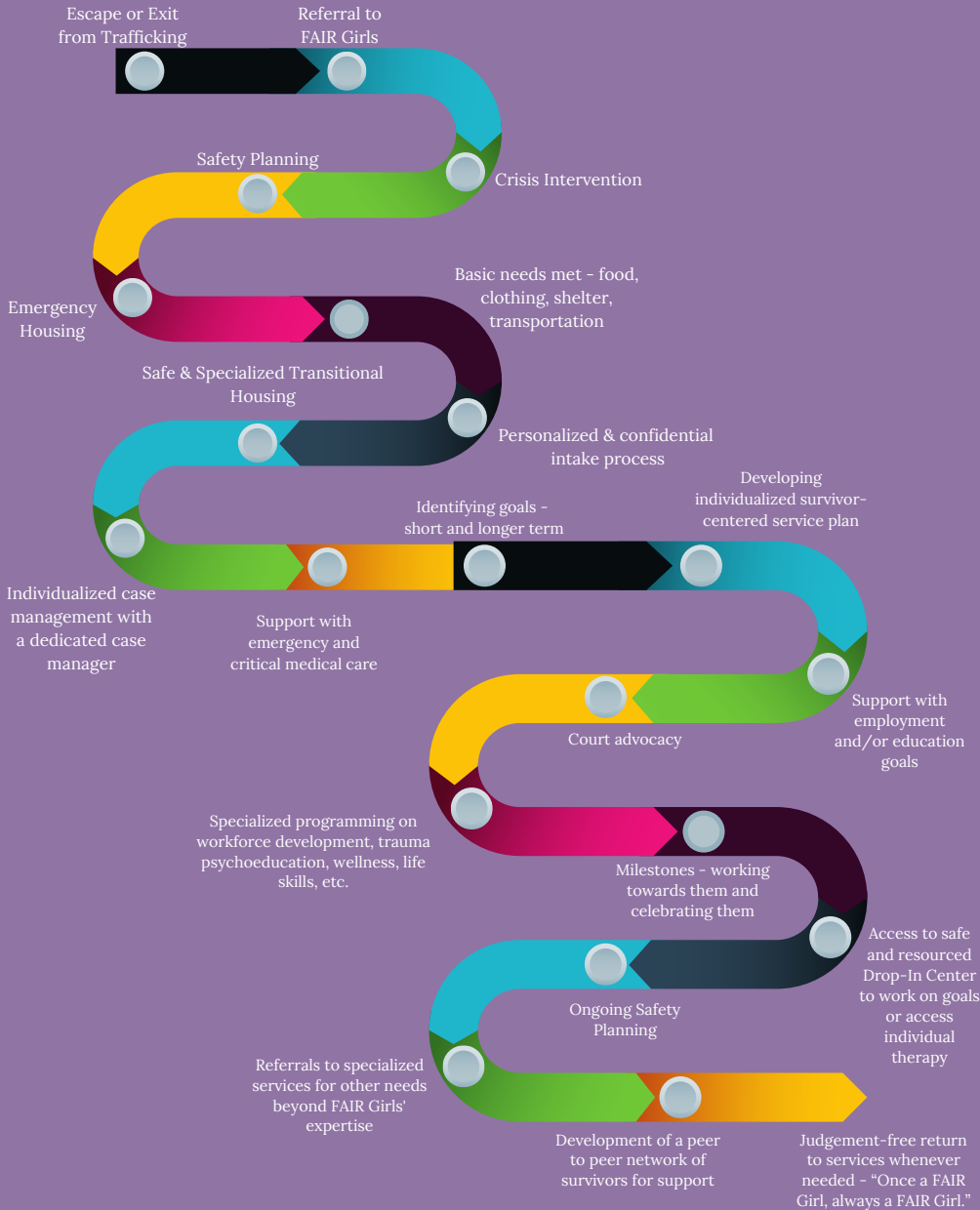
13

Maryland
Lobbying
Touchpoints

The Path to Restoration: Our FAIR Continuum of Care

Free Aware Inspired Restored

How does FAIR Girls support survivors every step of the way along their path to restoration?



Our Impact

Since our founding, FAIR Girls has provided more than 1,000 girls and young women with safe housing, client-centered, trauma-informed direct services, and life skills they need to transition from victim to survivor, in pursuit of our mission to end human trafficking, one life at a time. Behind each statistic is the inspiring story of a survivor who was able to get the life-saving support she needed to transform her future.

Safe and Transitional Housing



40 survivors received transitional shelter through our Vida Home as they worked hard to stabilize their lives.

Prevention Education, Training and Outreach



479 students and 1,033 adults were educated on human trafficking awareness and prevention.

Case Management



52 survivors were provided over 946 individualized, specialized, trauma-informed case management services while on their journey to restoration.

HOPE Court



21 high-risk or sexually exploited youth were provided mentor advocates to amplify their voices while navigating through the juvenile justice system.

Thought Leadership



FAIR Girls participated in 115 task force and coalition meetings in support of advocating for survivors.

Policy and Advocacy



FAIR Girls provided survivor-informed advocacy and testimony for dozens of pieces of proposed legislation.

Our Impact in Action: "...a new life"

Noelle was trafficked when she was 17, right out of the foster care system. Her father abused and exploited her mother, so she experienced tremendous instability and trauma that was made even worse when she was trafficked to the D.C. area by a man who she thought loved her and would take care of her. Instead, he sold her online and made her meet men every night, refusing to let her sleep for days. He moved her so much that she didn't know where she was most of the time. When she first came to FAIR Girls, she said her whole body ached from the nightly abuse.



Noelle (who is now 24) came to stay at the Vida Home after being referred by law enforcement. FAIR Girls provided her with crisis intervention, counseling and intensive case management, and worked with her to obtain her official documents, which were taken by her trafficker. Noelle is now stable and accessing mental health support to process her trauma. She is also working with the authorities to hold her trafficker accountable. She talks of becoming a nutritionist.

*I am finally starting to dream and define a
new life for myself.*

Our Impact in Action: "...finding inner strength"

Jamie was physically, sexually, verbally and emotionally abused by her trafficker for more than a decade. She was forced into prostitution and drug addiction but was eventually able to escape. When she was referred to FAIR Girls she was underweight, covered in bruises from horrific physical abuse, battling addiction and suffering from untreated bipolar disorder and severe depression.



The FAIR Girls team worked with Jamie to rebuild her life. She stayed at the Vida Home and was provided necessities like food and clothing, as well as mental health services, legal advice, and support finding permanent housing, furniture, and a job. Jamie has maintained her sobriety, moved into stable and independent housing, and is working toward reconnecting with her children.

I was heartbroken and discouraged, but through working with my case manager, I found my personal motivation and inner strength.

Our Impact in Action: "...finding a support system"

Dalia is a 23-year-old survivor of child commercial sexual exploitation and trafficking that started when she was just 15. After high school, she moved to D.C. to enroll in college and find a job, but she was unable to maintain stable employment due to multiple health conditions, including suffering PTSD after she heard her boyfriend commit suicide while she was on the phone with him. She struggled to find a local support network and ended up homeless, spending most nights in local libraries. At the Vida Home, Dalia found peers she could relate to and was connected to specialized mental health services. After just one month, she felt safe and stable enough to work with a case manager to apply for and receive financial aid to enroll in community college. She is now looking forward to earning her bachelor's degree in biology and finding a career in the medical field.



I found a support network that understands what I have gone through and feels like family. Now I can focus on things like getting into school.

Our Impact in Action:

HOPE Court

Isabelle is a 13-year-old survivor of child sex trafficking in Washington, D.C. Isabelle suffers cognitive impairments and is the youngest of an immigrant family from El Salvador. She struggled with making friends and “fitting in.” Isabelle’s vulnerabilities were exploited by a middle school classmate who recruited her into a local MS-13 gang. For over a year, Isabelle was repeatedly drugged and trafficked by the gang members. When she dared to leave and get out of “the life,” she was punished by being gang-raped and her family physically threatened. She constantly skipped school to avoid her traffickers and fell further behind.

Then Isabelle was connected to FAIR Girls through the HOPE Court program, and it changed everything. Working with her FAIR Girls case manager, she created a safety plan for how to escape her exploitation by the gang. By leveraging our community partnerships, FAIR Girls secured for Isabelle safe transportation to and from school and worked with school officials to develop a safety plan, including a personal escort and how to avoid known gang members. Isabelle began to feel safe because she knew she could trust and turn to her FAIR Girls case manager for support whenever she found herself in a risky or dangerous situation. After a month of talking to her FAIR Girls case manager on a daily basis, Isabelle went from being reluctant and insecure to engaged, enthusiastic and hopeful. Isabelle is now doing well in school, reports being happy with her life and realizes that she had to be the change she wanted to see in her life. Isabelle now has the confidence to advocate for herself in court, in school and with her family. After working with FAIR Girls through the HOPE Court program she is in a safe and stable place where she can start to get back to her favorite activities of reading, playing soccer and drawing.



Our Impact in Action: A Policy Success for Survivors

As a result of FAIR Girls' federal policy advocacy around vacatur for survivors, FAIR Girls' Executive Director Erin Andrews was asked to draft and work with D.C. Council staff to create model vacatur legislation for the District of Columbia. The result of that collaboration was *The Trafficking Survivors Relief Amendment Act (TSRA)*, which became law in the District in April 2019, a law that allows for the vacatur of convictions and expungement or sealing of criminal records for certain offenses when the conduct of the person was the direct result of the person having been a victim of trafficking.



Escaping one's trafficker is only the first step on a long road to true healing. Survivors of trafficking often accumulate criminal records during the period of their victimization...This often means that when survivors are finally able to escape, they are haunted by the criminal records from that episode of their lives. These records create barriers to life's most essential needs: steady employment, safe housing, and continuing education. Beyond these basic needs, criminal records serve as an invisible brand on survivors, meaning they haven't yet truly escaped....That's why I am proud to say that last year, the Council of the District of Columbia unanimously passed the Trafficking Survivors Relief Amendment Act of 2018, a bill I was proud to work with FAIR Girls on and move through my Committee...because the last thing we want is to constantly force these women to re-live the pain and trauma they have finally been freed of.

**Councilmember Charles Allen, Chair of the Judiciary Committee
Council for the District of Columbia**

Excerpt of remarks from the FAIR Girls Vida Home 5th Anniversary Event

Our Impact in Action: Celebrating 5 Years of Safe Housing

Five years ago, FAIR Girls opened the doors to our Vida Home, a safe house for survivors of human trafficking. It has been transforming survivors' lives ever since.

On June 6, 2019 FAIR Girls celebrated the 5th Anniversary of our Vida Home! It was such a beautiful and inspiring evening. The Vida Home remains the only transitional safe home in the District specifically designed for female-identifying survivors of trafficking and commercial sexual exploitation ages 18 to 26. The Vida Home is not a shelter; it is a home, and sometimes the first one these young women have ever really had. The Vida Home provides survivors access to a safe bed, warm meals, clothing, and other basic necessities, as well as specialized case management, safe transportation, and enrichment opportunities based on individual needs and group interests. Survivor Residents also have access to specialized programming including workshops that focus on employment, mental health, and wellness. Since we opened the doors to the Vida Home five years ago, hundreds of survivors have received emergency and transitional housing to recover, rebuild, and rejoin their communities.



Our Partnerships

Strengthen Our Impact

FAIR Girls relies on our close partnerships with local and federal law enforcement, government agencies, local and national service providers and community members to ensure that victims of trafficking are quickly identified, connected to the services they need, and receive the highest level of care and support on their path towards restoration. We know that in order to combat human trafficking, it is essential to bring "everyone" to the table to meet and address the many needs of survivors. This past year we were able to engage deeper with existing partners and forge new partnerships with other organizations to better serve survivors. We are truly thankful for these partnerships:

A Wider Circle	Montgomery County Police Department
Amara Legal Center	N Street Village
Anchor Fund	Network for Victim Recovery
Ayuda	Office of Victim Services and Justice
Catholic Charities	Grants (OVSJG)
Child and Adolescent Program	Office of the State Superintendent of
(Children's National Medical Center)	Education (OSSE)
Child and Family Services Agency (CFSA)	Polaris Project
Covenant House	Prince George's Department of Family
D.C. Public Schools (DCPS)	Services (Survivor Resiliency Fund)
D.C. Metropolitan Police Department	Prince George's County Police Dept.
D.C. Safe	Rape Crisis Center
Department of Behavioral Health (DBH)	Salvation Army
Department of Human Services (DHS)	Sasha Bruce Youthworks
District Alliance Safe Housing (DASH)	Turnaround Inc.
Federal Bureau of Investigation (FBI)	U.S. Dept. of Justice Office on Violence
HOPE Works	Against Women (OVW)
House of Ruth	UMD Safe Center
Joani Horchler/Carleen Kolpa	USCRI
Latin American Youth Center	Women Giving Back
Martha's Table	YWCA

Powered By Compassion

Everything we do is powered by you, our community – passionate supporters, ambassadors, donors, fundraisers, influencers, and partners. And this past year our community grew larger, more passionate, and more generous than ever before. Thank you to all of the compassionate individuals, companies, grantors and foundations who heard our call and partnered with us, in pursuit of our mission to end human trafficking, one life at a time.

*Thank you for believing. Thank you for being a part of our amazing work.
The survivors we serve are thankful.
We are deeply grateful.*

*FAIR Girls was
like a light in
a dark time.*



With Special Recognition for Your Investment:



Looking Forward



Looking forward, FAIR Girls plans to strategically improve upon and expand the capacity of each of our programs in the following ways:

Housing: During the coming year, with sustained funding and capacity, FAIR Girls will be expanding the programming of our Vida Home with a strategic focus on building the knowledge and skills necessary for independent living, including cooking, budgeting, job interviewing, work/school/life balance, and self-care. Additionally, FAIR Girls plans to offer monthly recreational and educational activities in the home and the community, including movie theater and museum excursions, game nights or therapeutic art activities at the Vida Home, and attending plays in local theaters. Incorporating these extra opportunities will encourage staff and Survivor Resident rapport and peer to peer bonding, increase Survivor Residents' knowledge and integration into the community, and provide constructive outlets for the stress of communal living.

Direct Services - Case Management/HOPE Court/Drop-In Center: Currently our Drop-In Center is open from 9:30am to 5pm on Monday and Tuesday for FAIR Girls clients only. During the coming year, FAIR Girls will be expanding the capacity and programming of our Drop-In Center by having the space open on additional days and welcoming other survivors in the community to utilize the resources and programming they may not otherwise have access to. We plan to do so by creating a comprehensive programming calendar (including an array of topics such as workforce skills, trauma-informed yoga, meditation, and nutrition) a month in advance and sharing it with our close community partners engaged in case management services who can make referrals to our Drop-In Center. By strategically expanding our programming and eligibility for our Drop-In Center, FAIR Girls hopes to improve knowledge of and access to FAIR Girls services and resources for human trafficking survivors who currently are unaware of them. Further, by increasing utilization of our center by more survivors we hope to build stronger peer to peer support among the survivors we serve.

Looking Forward

Prevention Education/Outreach: With the additional capacity of the Outreach and Prevention Specialist position and a recently secured official Memorandum of Agreement with District of Columbia Public Schools, FAIR Girls will be expanding its facilitation of our updated multi-media prevention education curriculum, "Tell Your Friends," in local middle and high schools. FAIR Girls has already identified several high-risk schools in underserved communities that have been prioritized for implementing the curriculum and training the faculty and staff as well. FAIR Girls is working towards securing similar agreements with local schools in the surrounding areas of Prince George's County, Howard County, and Montgomery County. FAIR Girls is starting to plan an annual conference that will be marketed to professionals who intersect with trafficking victims every day, including those in the medical, hospitality, schools, law enforcement, and social services communities. The goal of the conference will be to educate professionals on risk assessment, survivor identification, best practices for care, and customized industry specific training. The conference will be held in late 2020 or early 2021 and will be a 1-2 day event encompassing lectures, break-out sessions, booth sessions, and a keynote survivor speaker. Through this exciting and strategic expansion of our prevention education and outreach program, FAIR Girls will be able to significantly increase the number of individuals that receive this critical training and awareness - educating at least 2,000 individuals.

Policy Advocacy: With the success of the passage of "The Trafficking Survivors Relief Amendment Act" in the District of Columbia, over the coming year FAIR Girls will be in a position to advocate in other jurisdictions for the passage of this model vacatur law so that trafficking survivors in other states may have the same pathway to freedom and justice. Over the next year, FAIR Girls specifically anticipates working closely with federal lawmakers to reintroduce federal vacatur legislation, as well as advocating for laws and policies that improve access to housing opportunities with a priority for trafficking survivors. Additionally, in an effort to reduce the crippling criminalization of trafficking survivors related to their forced prostitution or related survival sex, FAIR Girls will continue to work closely with local government and social services partners to create alternative strategies to prostitution, including a comprehensive and funded diversion program. In Maryland and Virginia, FAIR Girls will zealously advocate for the passage, funding and implementation of true "Safe Harbor" legislation whereby child victims of trafficking and CSE are no longer arrested, detained and criminalized for symptoms of their victimization and trauma. Instead, the victims will be referred to wrap-around, survivor-informed services that include connections to local anti-trafficking service providers, like FAIR Girls, to amplify their youth voices.



FAIR Girls

FREE • AWARE INSPIRED • RESTORED

