



**FAIR Girls**

*Free Aware Inspired Restored*

ANNUAL  
REPORT

FISCAL  
YEAR  
2020

## Letter from the

# Executive Director

Dear Friends,

As I look back on what has been quite a challenging and unprecedented year, I am both proud and grateful. During a year that has seen the world grind to a halt due to an unrelenting global health pandemic, and where social justice took a center stage, our small but mighty FAIR Girls staff carried on – resilient and hopeful. I am in awe of what our Staff and Board have achieved this past year, despite operating in an atmosphere unlike anything we have ever experienced. Using our commitment to our mission and our responsibility to the survivors we serve as our true north, we navigated the crisis before us by listening, adapting to our new and ever shifting “normal,” and working creatively and strategically to keep our doors open literally and virtually throughout the pandemic.

Our top priority since the COVID-19 crisis began has been to not only persevere but to also find ways to keep moving forward as we provide the critical, life saving services survivors so desperately need. This is the heart of our work at FAIR Girls. Indeed, for so many of the trafficking survivors we served this year, FAIR Girls stepped in as their “first responders” throughout this devastating health crisis. And we know that we would not have been able to be there for those survivors without you and your generous, kind and thoughtful support.

Despite the challenges presented by the COVID-19 pandemic, we made great strides and progress. We were able to operate our Vida Home 24/7 and we found creative ways to meet the needs of our youth clients in the community. We launched new virtual training programs that allowed us to continue our prevention education and community awareness efforts. We won a major policy success in passing the “True Freedom Act of 2020,” to expand Maryland’s inadequate vacatur statute.

Additionally, our Leadership Team and Executive Board developed and approved our new Strategic Plan, which is designed to secure the long-term growth and health of the organization. This strategic plan will set the direction and priorities for FAIR Girls for the next three years.

I hope you will take a moment to read through this report, appreciate the challenges we faced and relish the successes we accomplished with your support. The survivors’ stories we share with you in this report are true lived experiences and demonstrate the incredible positive impact your support makes every day. This report is a testament to the incredible power your partnership can make in combatting human trafficking in our communities. We at FAIR Girls look forward to 2021 with hope and determination. On behalf of the survivors we serve, the Board of Directors and the FAIR Girls Staff, I give you our heartfelt thanks and appreciation.

In partnership,



Erin B. Andrews  
Executive Director



Meet the FAIR Girls

# Executive Board



Kami Quinn  
Executive Board Chair



Cheryl Battan



Jasbir (Jesse)  
K. Bawa



Jennifer Malin De  
Jesus Roberts



Libby Mullin



Pamela  
Parsons



DeShaun N.  
Wise Porter



Alexandra N. Sényi  
de Nagy-Unyom



Patrice  
Sullivan



Christine  
Terrell



Joleen  
Zanuzoski

# Meet the FAIR Girls Staff



Erin Andrews  
Executive Director



Millicent Nwolisa  
Deputy Director



Jennifer Longmire-Wright  
Development Director



Devyn Brown  
Director of Programs

Annette Rounsaville-Cooks  
Housing Manager

Tiffany Carty  
Direct Services Manager

Jasmine Morales  
Outreach and Prevention  
Education Specialist



Kiana Kringle  
Case Management  
Coordinator

Wilnisha Sutton  
Case Management  
Coordinator

Courtney McCrimmon  
Case Management  
Coordinator

Jewel Wright  
Case Management  
Coordinator



Krystal King  
Residential Care  
Specialist

Stacy Bailey  
Residential Care  
Coordinator

Laurie Culkin  
Residential Care  
Coordinator



# FAIR GIRLS' *Mission*

Ending human trafficking one life at a time through survivor-centered and trauma-informed services, prevention, 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 altogether through prevention education and policy advocacy. FAIR Girls' mission is to end human trafficking, one life at a time.



## SAFE HOUSING

FAIR Girls' emergency and transitional housing program provides safe housing to survivors of human trafficking and commercial sexual exploitation of children (CSEC). FAIR Girls provides safe emergency hotel stays to victims in crisis and in need of safe short-term shelter. Our Vida Home is the only transitional housing program located in Washington, D.C. that is specialized for female-identifying survivors, ages 18-26. While in the Vida Home, survivor residents may stay up to 180 days and access safe shelter, food, basic necessities, clothing, transportation, case management services and survivor-centered activities and programming.



## CASE MANAGEMENT

Each client has access to wrap-around, trauma-informed services through FAIR Girls or our partners. Our dedicated Case Management Coordinators (CMC) 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 & OUTREACH

FAIR Girls provides training to professionals and community members to raise awareness and improve identification and humane treatment of survivors. Our "Tell Your Friends" curriculum educates youth on the dangers and warning signs of human trafficking and CSEC. Our online virtual series, "Webinar Wednesdays," are for community members and professionals whose work intersects with potential victims and covers an array of topics, including emerging trends, best practices in working with survivors, and gaps in services. FAIR Girls conducts street outreach in partnership with local law enforcement partners, targeting "hot spot" areas where trafficking occurs, providing information, resources and "care kits" of basic necessities to potential victims.



## POLICY & ADVOCACY

FAIR Girls seeks to advocate for the legal protections and rights of the survivors we serve. Every policy position we advocate is rooted in the lived experiences of our survivor clients. Accordingly, FAIR Girls is a leading advocate on the federal, state and local levels for vacatur laws, which provide life-changing pathways to justice for trafficking victims who are unjustly charged for crimes they were forced to commit. We also advocate for "safe harbor" policies that ensure child survivors are not criminalized, but rather identified and referred to specialized services.

# Making a Difference

## OUR IMPACT

Since our founding, FAIR Girls has provided more than 1,200 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 FY20 statistic is the inspiring story of a survivor who was able to get the life-saving support from FAIR Girls that she needed to create a brighter path for herself.



### SAFE HOUSING

28 survivors received emergency or transitional safe shelter through our Vida Home program.



### PREVENTION EDUCATION & OUTREACH

459 adults and 667 youth were educated on human trafficking awareness and prevention. 1,040 individuals have received virtual training through our webinar series.



### CASE MANAGEMENT

69 survivors were provided over 1,167 individualized, trauma-informed case management services, including 11 high-risk or confirmed CSEC youth.



### HOPE COURT

16 high-risk or confirmed CSEC youth were provided with mentor advocates, direct services and court advocacy.



### THOUGHT LEADERSHIP

FAIR Girls participated in over 120 task force and coalition meetings, working in partnership to more effectively address human trafficking and CSEC in our communities.

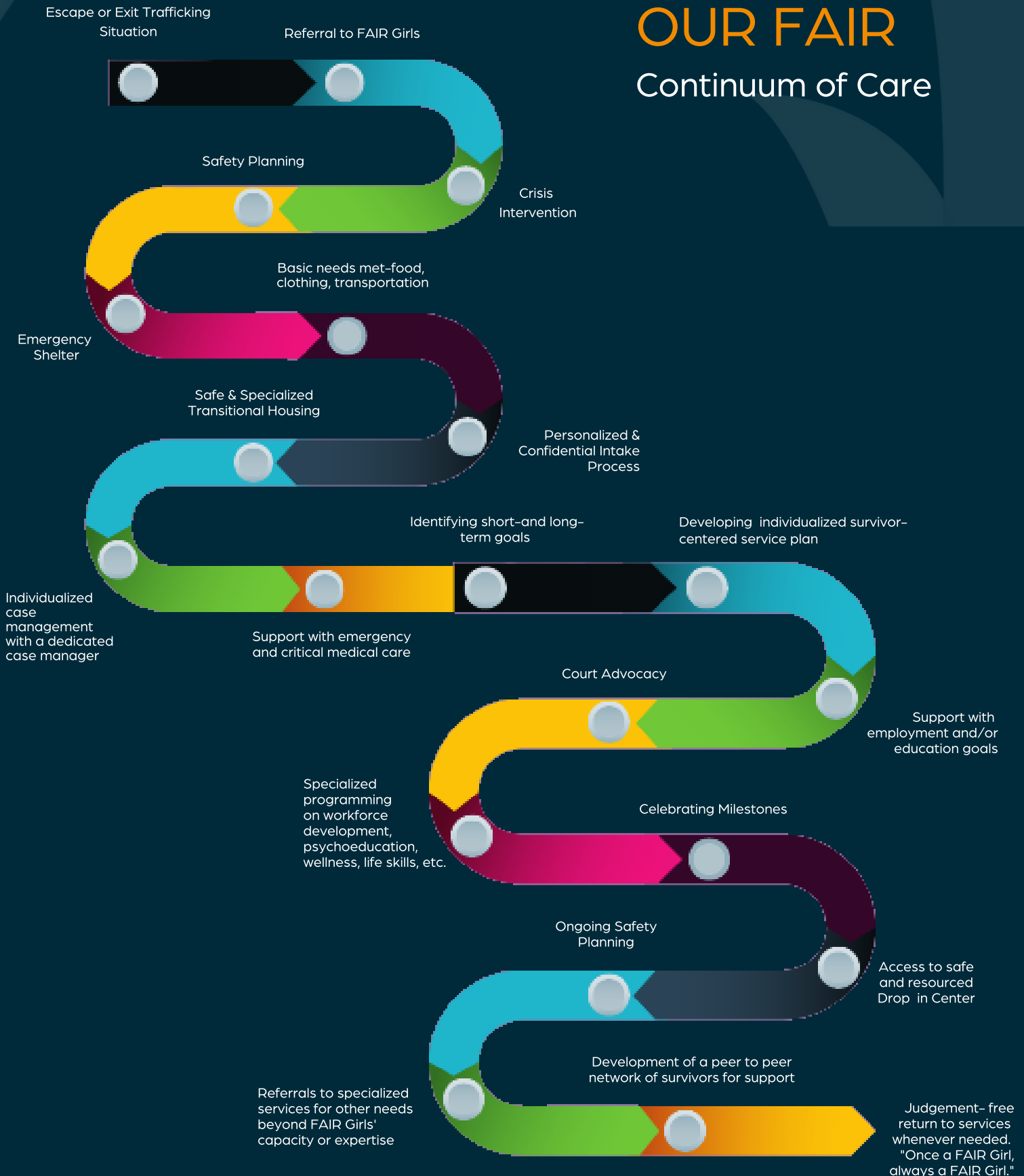


### POLICY & ADVOCACY

FAIR Girls provided survivor-informed advocacy on several pieces of trafficking-related legislation, including the "The True Freedom Act of 2020" in Maryland and the 2020 reintroduction of federal vacatur legislation, "The Trafficking Survivors Relief Act."

# OUR FAIR

## Continuum of Care





# OUR WORK

## Emergency & Transitional Housing Program

### *The Vida Home*

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Over the past year, FAIR Girls' Vida Home remained the only transitional housing program in the Washington, D.C. area that is designed exclusively for female-identifying victims of human trafficking and commercial sexual exploitation of children (CSEC), ages 18-26.

Over the past six years, FAIR Girls has provided safe, stable and specialized housing to 214 individual survivors in our Vida Home housing program alone, and many more through our emergency housing services. Despite the challenges of accepting new referrals and our reduced capacity due to safety protocols required by the COVID-19 pandemic, FAIR Girls served 28 individual survivors in our safe housing program, including our Vida Home. FAIR Girls witnessed first hand how providing shelter, food, clothing, security, and quality sleep make a positive impact in the lives of survivors by giving them an opportunity, time and a safe place to work towards lifelong stability.

As we are fond of saying at FAIR Girls, the Vida Home is a home, not a shelter! It is a secure townhome setting with six beds in a confidential location in Washington, D.C. During their time in the Vida Home, clients have access to all of their basic needs, including toiletries, food, clothing, hygiene products, and other essentials. The Vida Home program balances the need for structure through internal policies and procedures, such as daily curfew and house chores, while ensuring that clients' choices and input remain at the center of the program, such as what groceries to buy, overnight passes for visiting friends and family, and choice of outside excursions, activities and programming.

The Vida Home program is supported by the Senior Housing Manager, 3 full-time Residential Care Coordinators (RCCs), 4-6 independent Residential Contractors, 6-8 Volunteers, and 5 On-Call/Back-up Direct Services Team Members, who provide support through an on-call rotation schedule.



Each survivor resident has a dedicated CMC who works with them to achieve their goals during and after their stay in the Vida Home.

During the past year, FAIR Girls received feedback from both survivors and professionals that extending the eligible length of stay at the Vida Home would better serve this victim population. To ensure that FAIR Girls' housing program remains aligned with best practices, we consulted research to support this feedback. A study published by the Urban Institute found that "[l]onger stays in TH (Transitional Housing) were associated with higher levels of educational attainment and employment at move out and greater likelihood of continued employment during the follow-up period..." Accordingly, FAIR Girls has chosen to modify our Vida Home program to extend the time that survivor residents may stay in the Vida Home from 90 days to up to 180 days, giving them the opportunity to further stabilize, work towards their goals, and learn necessary life skills before transitioning to longer-term, more independent housing options. FAIR Girls anticipates that by implementing this strategic, "best practices" evolution of the program, survivors will experience increased outcomes of stability and success.

# OUR WORK

## Case Management & Drop in Center Programs



FAIR Girls' comprehensive case management services are instrumental in providing trafficking and CSEC survivors the support and resources they need to address not only their immediate safety and basic needs but also their long-term stability and empowerment. Each client has access to wraparound services through FAIR Girls or our community partners, including but not limited to: 24/7 access to crisis intervention, clothing, basic necessities, food, safe housing, metro fare / safe transportation, intensive individualized support, access to medical and mental health referrals, legal advocacy and translation/interpretation services if needed, relocation services, and specialized programming. Survivors may also access FAIR Girls' confidential Drop in Center where they have access to food, services, a basic necessities and clothing closet, structured programming and support groups, and computers and resource materials to work on accomplishing their goals.

Beyond meeting immediate needs, FAIR Girls' case management services also extend to long-term case management, ongoing court advocacy, and aftercare check-ins to ensure that clients always feel safe and welcome to return to FAIR Girls for services if they become destabilized, have been re-trafficked, or need additional support as they continue along their path to restoration.

Every interaction is an intervention, and our approach is tailored to each survivor and her unique needs. Our Case Management Coordinators (CMCs), with support from the rest of the direct services team on an on-call basis, provide these case management services to all of our clients. FAIR Girls currently employs four CMCs, with one primarily focused on clients residing in the Vida Home, two assigned to support our HOPE Court program, and one primarily working with at-risk or confirmed CSEC community youth and their families referred to us by the MPD Youth & Family Services Division, Child and Family Services Agency (CFSA), and other community providers.

Over the past year, FAIR Girls is proud to share that we served 69 individual survivors through our Case Management and Drop in Center programs, providing over 1,167 individual services, demonstrating the type of deep investment and commitment that is required to positively impact the healing, stability and restoration process of these survivors.

Looking forward, we are particularly excited to embark upon a major project to expand and improve our Drop in Center so that FAIR Girls will be better equipped to provide survivors barrier-free access to "one stop shop" direct services and programming to meet their individual needs. We listened to survivors about the gaps in services or barriers in accessing those services they were experiencing, we solicited their feedback regarding our current Drop in Center, and we encouraged them to share their ideas for what a safe, welcoming and empowering space that they would want to come to would look like. Over the course of the next year we will begin this 3 year project by designing and building our new space and hiring additional staff.

Some of the services that our expanded Drop in Center program will offer are a daily hot lunch, access to free laundry services, peer to peer support groups, weekly activities and programming, and an extensive clothes and basic necessities closet. We will also be creating a Career and Workforce Development Center that will have resources, programming and support directed towards long-term economic empowerment of survivors. Last but not least, FAIR Girls will finally be able to provide free mental health services in-house by hiring a full time therapist to work with clients who are interested. While we know that this will be a challenging project, particularly in light of the ongoing uncertainty related to the COVID-19 pandemic, FAIR Girls firmly believes that this is the next logical and strategic step in ensuring our case management services remain survivor-centered and responsive to current needs.



# OUR WORK

## HOPE Court & Community Youth Programs

Through our role in the HOPE Court program, FAIR Girls continues to work with court-involved youth who are at high risk or have already been commercially sexually exploited. FAIR Girls strongly believes that these youth coming into the juvenile court system need a victim-centered, survivor-informed approach to increase safety, behavioral change, and healing. FAIR Girls continues to partner with the Superior Court for the District of Columbia to support this court-based treatment program.

HOPE stands for "Here Opportunities Prepare you for Excellence," but as one client said upon her graduation from HOPE Court, it should stand for "Hang On Pain Ends."

Each HOPE Court youth working with FAIR Girls receives personalized mentoring, comprehensive case management, court advocacy, crisis counseling, psychoeducation, medical and mental health referrals, emotional support, safety planning, and transportation assistance, among other services. FAIR Girls works with the youth to develop a comprehensive goal-oriented plan for her that is trauma-informed and developmentally appropriate. By amplifying her voice and providing invaluable insight regarding her goals, needs, and challenges, FAIR Girls strengthens her ability to access and benefit from the available services. FAIR Girls' role promotes and supports collaboration among the systems that intersect with these youth. Over the past year, FAIR Girls served 16 individual court-involved youth in the HOPE Court program.

In FY20, FAIR Girls also launched new partnerships with Metropolitan Police Department's Youth & Family Services Division (MPD YFSD) and the District of Columbia's Child and Family Services Agency (CFSA). The goal of these partnerships is to provide a critical safety net of support for suspected CSEC youth and their families who are still in the community and not yet court- or CFSA-involved. Historically, these youth too often fell between the cracks of the juvenile justice system, social services and education systems intended to support them. Through these partnerships, these vulnerable youth are now connected to services with FAIR Girls from the start and can continue to access this support even if the MPD or CFSA investigation is closed. FAIR Girls was also able to provide specialized training on human trafficking and CSEC to approximately 40 MPD officers and Missing Persons detectives and investigators, as well as 60 MPD school resource officers to support the goals of this program. Since these partnerships began in March 2020, FAIR Girls has already served 11 individual youth and their families.



# OUR WORK

## Prevention Education, Training & Outreach



FAIR Girls believes that human trafficking cannot be eradicated without increased awareness, training and targeted prevention education. Accordingly, FAIR Girls works in our communities on awareness, outreach and prevention education, including customized curricula on human trafficking and CSEC.

### Professional Training

FAIR Girls' trainings and presentations educate professionals whose work intersects with trafficking or CSEC victims. Groups for whom FAIR Girls has provided training include: community partners, law enforcement officers, foster parents, school counselors, school health personnel, service providers, government agencies and industry leaders. In our training sessions, FAIR Girls provides best practices in working with survivors and in how to interact in a trauma-informed and survivor-centered manner.

We also describe what specialized services for these survivors should look like. The goal of our professional training efforts is to ensure that victims are identified earlier, treated humanely and referred to appropriate and specialized services. With these trainings FAIR Girls also strengthens referral pathways for survivors to our housing and case management programs. In FY20, FAIR Girls facilitated 24 in-person trainings on human trafficking and CSEC, educating 459 adult community members, government agencies, community service providers, law enforcement, school personnel and faith-based groups.

In September 2020, FAIR Girls also conducted training sessions on human trafficking and CSEC for two classes of new patrol officers at the MPD Academy, which included information on local resources and services. In FY21, FAIR Girls anticipates expanding this training initiative at the MPD Academy for both new recruits and veteran officers engaging in continuing education.

### Community Trainings & Prevention Education Curriculum

FAIR Girls' community training and prevention education covers topics such as risk factors, warning signs, statistics, definitions, misconceptions, and how human trafficking intersects with different parts of our community, including businesses and industries. The specific content of these training sessions are customized for the intended audience. Despite not being able to conduct in-person trainings since March 2020 due to the COVID-19 pandemic, FAIR Girls found innovative ways to increase awareness in the community through web-based platforms. In May 2020, FAIR Girls facilitated a series of trainings for community members and professionals called "Webinar Wednesdays." Since March 2020, FAIR Girls provided training and information to an additional 1,040 adults through our virtual webinars and presentations.

In addition, in FY20 FAIR Girls educated 667 youth on human trafficking and the risk factors of potential sexual exploitation. By March 2020, when the COVID-19 pandemic forced local schools into distance learning, FAIR Girls had facilitated our four-module, multimedia, prevention education strength-based curriculum designed for youth, "Tell Your Friends" (TYF) and other age-appropriate prevention curricula, to 52 youth in local schools, after-school programs, youth shelters, and group homes. By providing information regarding risk factors, grooming techniques, and healthy relationships, in an age-appropriate and engaging manner, we empower youth to stay safe from exploitation and victimization and help their friends stay safe.





## Street Outreach

FAIR Girls knows girls and young women on the streets are at high risk of being labeled as delinquents, arrested and criminalized for conduct arising out of their abuse, exploitation or survival instincts. Now more than ever, there is a critical need to work with local law enforcement partners to better identify and refer potential victims to services, rather than further criminalize them.

After testifying in the performance hearing before the DC Council and a subsequent productive meeting with MPD Chief Peter Newsham in February 2020, FAIR Girls forged a strategic partnership with MPD to launch a new street outreach initiative targeting “hot spot” areas of the city where trafficking occurs. FAIR Girls’ staff and volunteers, in partnership with MPD community resource officers, conduct street outreach to female-identifying individuals who are potential victims of trafficking or CSEC. During these outreach efforts, staff and volunteers provide care bags to potential victims that include basic necessities, toiletries, and discrete products with FAIR Girls’ Crisis hotline number. During these “ride-alongs” with MPD, FAIR Girls provides one-on-one education and information to police officers who may not fully understand the complexity of trauma and how to best approach working with survivors.

In FY20, FAIR Girls conducted 5 street outreach efforts and provided 46 potential survivors with care bags, information and FAIR Girls’ crisis hotline. Unfortunately, due to COVID-19 safety protocols and redeployment, our MPD partners were unavailable to support this initiative in the latter part of FY20. In FY21, we expect to continue our street outreach efforts at other community centers in the District that are “hot spot” areas for youth gathering and potential trafficking.



# OUR WORK

## Policy & Advocacy

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Over the past year, FAIR Girls continued to advocate for survivor-centered local, state and national policies and laws, including funding priorities, that create meaningful access to justice and reduce barriers to stabilization and restoration for survivors. Every policy position we take at FAIR Girls is rooted in the lived experiences of the survivors we serve. Accordingly, we champion laws and policies at the federal, state, and local levels that provide these life-saving pathways to justice for trafficking survivors, including survivor-informed model vacatur laws and meaningful "Safe Harbor" laws in jurisdictions that still detain and criminalize youth victims for behaviors indicative of their exploitation and trauma.

In October 2019, FAIR Girls provided written and oral testimony in relation to proposed decriminalization of prostitution-related statutes in the District, providing a survivor-centered, anti-trafficking service provider perspective to the discussion. FAIR Girls also consulted with the Judiciary Committee of the D.C. Council throughout the beginning of FY20 regarding the passage and implementation of the expanded Sexual Assault Victims Rights Amendment Act, including advocating for sex trafficking to be included for purposes of the expanded victim rights provided under the statute. In January, February, and June, FAIR Girls provided testimony at the performance and budget hearings of critical District government agencies that intersect with survivors of human trafficking and CSEC, including MPD and the Office of Victim Services and Justice Grants (OVSJG). We argued for the prioritization of anti-trafficking efforts in the District and funding of anti-trafficking service providers, like FAIR Girls, who have been on the frontline as first responders for Survivors before and during the COVID-19 pandemic. Our zealous advocacy on behalf of survivors at these hearings led to the reallocation of additional scarce funds to support service providers through OVSJG.



In FY20, FAIR Girls was also instrumental in advocating for expanded vacatur legislation in Maryland, a policy priority for the last three years. In June, "The True Freedom Act of 2020" was signed by Governor Larry Hogan. This legislation provides access to vacatur for an expanded list of crimes under Maryland statutes, as well as removes the requirement that survivors must seek approval from the Maryland State's Attorney's Office before filing a motion for relief under the statute.

In February and March 2020, FAIR Girls worked closely with the offices of Senator Kirsten Gillibrand and Representative Ann Wagner on the reintroduction and promotion of "The Trafficking Survivors Relief Act", federal vacatur legislation that FAIR Girls has advocated for since 2016. FAIR Girls also provided feedback and support on other trafficking related federal legislation, including the "Help Obtaining Presumption of Exoneration for Victims of Human Trafficking Act" or the "HOPE for Victims of Human Trafficking Act," which creates a federal human trafficking affirmative defense for survivors to assert when charged with federal crimes that are the direct result of their trafficking victimization. FAIR Girls participated in over 120 task force and coalition meetings and engaged in numerous community events, panels and working groups as anti-trafficking experts.

Since our policy advocacy efforts are entirely supported by scarce general operating funds, unrestricted funding from donors and foundations is critical to ensuring that the voices and experiences of survivors will continue to be amplified as policymakers begin to grapple with the full negative impacts of the prolonged COVID-19 pandemic on human trafficking in our communities.





# FAIR GIRLS

## First Responders For Survivors During the COVID-19 Pandemic

While we are proud to report that FAIR Girls was able to accomplish so much during FY20, doing so under the health concerns and safety protocols required of the COVID-19 pandemic has been challenging to say the least. **To be sure, human trafficking did not stop, or even slow, during the pandemic!** In fact, calls to FAIR Girls' crisis hotline doubled during the first 3 months of the COVID-19 pandemic. Many of FAIR Girls' programs and services are considered "essential" under local, state and federal COVID-19 protocols and we have been hard at work throughout the pandemic. Indeed, for human trafficking survivors referred to us, FAIR Girls has been their "first responders."

FAIR Girls has been operating under our COVID-19 protocols since March 16, 2020. In light of the Executive Orders and mandates of local authorities in the District of Columbia, Maryland and Virginia, and to better ensure the health and safety of our clients and staff during this crisis, FAIR Girls continued to operate under a remote/teleworking schedule.

However, to provide continuity of services for survivors during this crisis, we expanded operation of our Vida Home to a 24/7 schedule. This required 50 additional hours of staff coverage per week. The financial costs to provide 24/7 staffing, food, utilities and supplies were beyond those we had budgeted, but we believed it was critical to continue this coverage for the health and safety of our survivor residents. In the initial months of the pandemic, FAIR Girls was unable to accept new referrals to either the Vida Home or our case management programs. Unfortunately, these precautions meant that the number of survivors we were able to serve in those programs this past year was lower than is typical. In May, after securing support from local hospitality partnerships to assist survivors in safely self-quarantining, FAIR Girls began accepting new referrals to our Vida Home and case management programs.

For the health and safety of our clients and staff, FAIR Girls' Drop in Center was temporarily closed in March 2020, but our direct services staff was able to stay engaged with clients by providing support and case management services virtually and remotely and where necessary, in a socially distanced manner.

FAIR Girls attempted to re-open our Drop in Center in late June with protocols in place for restricted capacity, health screening and social distancing. In mid-July, following an exposure of the staff and clients to a client that was asymptomatic COVID-19-positive, our Drop in Center and Vida Home were temporarily closed for cleaning and quarantining. Immediately after acquiring this information, FAIR Girls followed our internal COVID-19 response safety procedures, informing staff and clients of potential exposure, need for testing, and transitioning all clients to safely quarantine in a local extended stay hotel. The Vida Home and the Drop in Center were disinfected by a professional cleaning service. The Vida Home reopened, on August 3, 2020 with a limited capacity of 3 (rather than 6) to allow for clients to quarantine in their individual rooms if necessary and to allow for social distancing in common areas.

Since July, FAIR Girls' Drop in Center has unfortunately remained closed to programming. However, staff are able to access the resources, basic necessities and supplies in the Drop in Center to provide to clients in need, including clothing, disposable cell phones, metro cards, PPE, and prevention education and street outreach materials. Further, our direct services team continued to provide distance/virtual case management and support to all clients with special emphasis on addressing financial and mental health concerns and needs in light of the stress, self-isolation and economic hardship caused by the pandemic.

FAIR Girls continues to closely monitor local infection rates and changes in social distance mandates and health and safety protocols across the DMV and will continue to adjust and adapt our operations accordingly.

Responsive adaptability is the challenge for service providers in the trenches during this health crisis, and FAIR Girls has risen to that challenge!

# ECONOMIC IMPACT

## The COVID-19 Pandemic

There have certainly been many unforeseen changes in our finances and fundraising strategy over the past year due to the prolonged COVID-19 pandemic. FAIR Girls has managed to weather the financial challenges caused by the pandemic thus far. This is in large part due to the organization's thoughtful strategic planning to diversify our funding streams over the past 2 years, including deepening our partnerships with our current funders and researching new potential foundation partners and major donors. While FAIR Girls is currently in a strong financial position, we remain concerned about what economic hardship lies ahead in the wake of a prolonged pandemic.

In FY20, FAIR Girls was unfortunately forced to cancel our largest in-person fundraising event for the year, scheduled for May 20, 2020. We rely on the funds raised through this event for general operating expenses. While we were able to pivot to a virtual event that was held on June 30, 2020, we were unfortunately not able to raise the amount of funds we had hoped to during an expanded in-person event with a "raise the paddle" event and a live auction. Due to the continued uncertainty of the course of the COVID-19 pandemic in this area, it remains unclear whether we will be able to return to an in-person event in FY21.

FAIR Girls remains a fiscally conservative and responsible organization. FAIR Girls has diligently developed a strong and sustainable budget for FY21. However, our budget is contingent upon continued funding support from our current funders and identifying additional sources of revenue from new foundation partners, corporate partners and major donors.

In light of the economic impact of COVID-19 on government funding, FAIR Girls scrutinized our budget, prioritized continuity of services/staff, and confirmed its efficiency while ensuring best practices in trauma-informed care. We have been informed by our government grant funders that funds available for FY21 have been significantly reduced due to budget shortfalls caused by the rising costs of the COVID-19 pandemic. If government grant funds are significantly reduced, FAIR Girls would be forced to use scarce unrestricted funding currently used to maintain critical administrative and financial operations of the organization in order to maintain programs or be forced to downsize our programs already in critical short supply in the DMV.

Unfortunately, these anticipated shortfalls in government grant funding have already become a reality for FAIR Girls.

We share these very real economic impacts of the COVID-19 pandemic with you as a demonstration of why FAIR Girls is so grateful to have committed funding partners and supporters to help us sustain our services and programs through this global crisis. We know that vulnerable survivors need them now more than ever.



## OUR IMPACT IN ACTION

### Going the Extra Mile

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One youth client, "Denise" (client name changed to protect confidentiality) was particularly disengaged, although her father continued to receive supportive services. Denise was referred to FAIR Girls in Q3 by MPD Youth Division for suspected trafficking and commercial sexual exploitation due to frequent absences from home and school and multiple older partners. Denise was pregnant during the time of her referral. To connect with Denise, her FAIR Girls Case Management Coordinator (CMC) had to be persistent, strategically creative and responsive. She frequently called and texted Denise, and although text messages would indicate the messages had been read, Denise would not respond.

One day, her FAIR Girls CMC sent a text message offering to support Denise in getting new clothes and supplies since school was rapidly approaching, and her CMC knew that Denise might not have what she needed to start the school year productively and with dignity. Denise immediately responded with interest. Her CMC continued to build rapport with Denise through small incentives and regular contact until one day, Denise called her CMC in crisis and gave her an opportunity to help. Denise was extremely concerned about not being adequately prepared for her baby, as she was entering the third trimester of her pregnancy. Her CMC worked with Denise to create a safety plan to address her anxiety, to keep her from backsliding into old behaviors, while also working with her to ensure she would be as prepared and equipped as possible when the baby was born. Her CMC was able to support Denise by providing necessary baby items and by finding and arranging for the delivery of a crib and other baby furniture. Denise continues to have an excellent rapport with her FAIR Girls CMC. They frequently go on socially distanced outings and continue to strengthen their relationship through frequent communications and virtual engagement. Denise's family has expressed gratitude to FAIR Girls and Denise's CMC and sincerely hopes that Denise continues to engage in FAIR Girls services as she faces the challenges of being a young new mother.



## OUR IMPACT IN ACTION

### Providing Support During a Pandemic

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One night during the height of the pandemic, FAIR Girls received a call to our 24/7 emergency crisis hotline from "Tiffany" (name changed to protect confidentiality) who had previously received services from FAIR Girls in need of emergency housing and remembered that FAIR Girls offered 24/7 crisis support. Tiffany was living with a friend but felt her life was in danger. She reported being stalked by her trafficker. He knew where she lived and was threatening her. Our first priority was to make sure Tiffany was safe, and our on-call staff member directed Tiffany to first go to a nearby hospital. From there, FAIR Girls provided Tiffany with safe transportation to safe emergency housing in a local hotel. Tiffany was hungry, exhausted and sleep deprived from the fear that her trafficker would find her and force her back into "the life." Tiffany reported that the first night that she spent under FAIR Girls' care was the first time she had slept peacefully in weeks.

The next day, we explained to Tiffany that due to our COVID safety measures and protocols, we would need to connect her to a local COVID-19 testing center. In addition, she would need to self-quarantine in the hotel until she received her test results. We created a plan with Tiffany on how we would provide her food, necessities and case management while she was self-quarantining in the hotel. Tiffany agreed to the process. Once Tiffany's negative test was received, Tiffany transitioned into our Vida Home. Tiffany resided in the Vida Home for several weeks without incident, but then unexpectedly decided to move in with some friends in the community. Within only a few days, Tiffany reached out and asked if she could return to the Vida Home. Understanding that she would need to self-quarantine and be tested again, Tiffany agreed and was placed by FAIR Girls in another emergency hotel stay, and again tested negative for COVID-19. While at the Vida Home, Tiffany struggled with the isolation and necessary COVID-19 safety protocols. Despite being free to go outside for walks or exercise, school, work, or brief socially distanced recreational time, Tiffany expressed feeling too restricted and wanted to be able to spend nights and weekends with her new "boyfriend." Despite best efforts on the part of the FAIR Girls staff to listen and address her complaints in the safest manner possible, Tiffany ultimately chose to leave the Vida Home again in order to live with her boyfriend. Shortly afterward, Tiffany again reached out through the FAIR Girls crisis hotline expressing a need for emergency support and basic necessities. Our on-call direct services staff met Tiffany at the FAIR Girls Drop in Center to provide the items and support she needed.

While at the Drop in Center, Tiffany disclosed that she had been sexually assaulted by her new boyfriend. Tiffany expressed to the staff that she wanted to live further away from the District out of fear of encountering her assaulter. FAIR Girls staff worked with her that day to find and refer her to a residential program in Maryland that agreed to accept her. While she was in that program in Maryland, Tiffany learned that even though she remained asymptomatic, she had contracted COVID-19 and informed her FAIR Girls case manager. FAIR Girls immediately jumped into action and closed the Vida Home and Drop in Center to be thoroughly cleaned and placed the other clients residing at the Vida Home into hotels to safely quarantine. FAIR Girls also arranged for testing for all clients and staff that may have been exposed to Tiffany in the previous few weeks. Despite being relocated to Maryland, Tiffany remains in regular contact with her FAIR Girls case manager and the Vida Home staff that supported her.



## OUR IMPACT IN ACTION

### Providing New Hope

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One of our court-involved youth clients in the HOPE Court program, "Samantha" (name changed to protect confidentiality) was initially very resistant to receiving any support or services. Her FAIR Girls Case Management Coordinator (CMC) had a hard time engaging with the youth as she frequently absconded from her housing placement. Samantha was subsequently placed in several youth shelters throughout the District in an effort to stabilize her and prevent her from running away, but unfortunately, those attempts failed and she continued to leave for long periods of time.

While "on the run," her dedicated CMC continued to reach out to Samantha, eventually building a strong rapport with her. Samantha frequently called upon her CMC for essential needs such as food, transportation and clothing but eventually began asking for advice and emotional support as well. One day Samantha called her CMC asking for advice on turning herself in, but she was understandably afraid of the consequences. Her CMC inquired with Samantha's probation officer about the consequences she would face should she safely return. Her CMC zealously advocated for Samantha to the probation officer and the Court, providing insight into Samantha's emotional state and recommending leniency. As the individual most connected to Samantha, the HOPE Court multidisciplinary team (MDT) listened closely to her CMC's recommendations and accepted them, and Samantha was able to safely and voluntarily return home. Shortly thereafter, Samantha realized she was pregnant and again called on her CMC for support. As Samantha was approaching her 18th birthday and would age out of many social services, her CMC knew that she would need stable housing before her baby was born. While our Vida Home was not an option for Samantha due to her age (still under 18), Samantha and her CMC worked together to secure placement in another housing program.

The program provided Samantha a full 90 days of safe transitional housing and subsequently provided her the opportunity to move into her own apartment. Samantha is currently in the process of moving out of the transitional living program and into her first apartment. Her CMC is currently working on securing furniture, including nursery furniture, and essentials for Samantha's very first home of her own. Wherever Samantha was, whatever she identified as her needs, her CMC listened, advocated for her and walked with her every step of the way as she made her way to a more safe and stable life. We are so proud of Samantha and the positive progress she has made for herself, as well as her FAIR Girls CMC who provided the support Samantha needed to make that progress.





## FAIR Girls

# *Your Impact: A Celebration of Resilience and Hope*

FAIR Girls had to cancel our annual in-person fundraiser due to COVID-19. While we were disappointed that we were not able to celebrate in person together, we used the opportunity to innovate and pivot to our first ever virtual fundraiser! The event and silent auction – A Celebration of Resilience and Hope: Ending Human Trafficking One Life at a Time – took place entirely online on June 30th. And, due in large part to all of our amazing supporters – it was a tremendous success, and raised over \$80,000 in much needed funds for survivors.



We are so grateful for the generosity, compassion and kindness of all those that supported, sponsored and donated to this event. We would like to specially recognize the generosity of our Safe Shelter Sponsors: The Peterson Family Foundation and Skip and Pam (Parsons) Gault.

## *Thank You!*



# Awards and Accolades

FAIR Girls is extremely proud to share that we were selected as a 2020 recipient of the National Crime Victims Service Award. FAIR Girls was one of only thirteen recipients from across the entire country to receive this prestigious honor from the Office of Victims of Crime (OVC), a component of the Office of Justice Programs, U.S. Department of Justice. The National Crime Victim Service Award honors extraordinary individuals and programs that provide services to victims of crime.

The award recognizes programs and individuals whose work has been particularly noteworthy and that exemplify the long-term commitment that characterizes many victim service providers. As a small local anti-trafficking nonprofit, FAIR Girls is so honored to have received this national recognition.



In December, FAIR Girls was honored as the recipient of the Women's Energy Network – Washington D.C. Chapter – Philanthropy Award. This annual award recognizes one non-profit's outstanding dedication to bettering the lives of others and whose work is making a positive difference. As the Women's Energy Network was celebrating 25 years of empowering women, it chose to recognize FAIR Girls' work to serve, restore and empower girls and young women trafficking survivors. As an organization propelled by a Staff and Board of dedicated, passionate, and inspiring women, FAIR Girls was so humbled and grateful for this heartfelt recognition.

## FAIR Girls

# Giving Partners – Our Impact Together

Everything we do is powered by you, our community: passionate supporters, ambassadors, donors, fundraisers, influencers, and partners. 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.

With Special Recognition for Your Investment:



The Rapidan Foundation



PARC Foundation



*"I have found that among its other benefits, giving liberates the soul of the giver"*

*Maya Angelou*

# OUR COMMUNITY PARTNERSHIPS

## Strengthening Our Impact



Our partnerships strengthen our impact. In our role as a leading local anti-trafficking service provider, FAIR Girls works collaboratively with government social services agencies, community service providers, law enforcement, first responders, and criminal justice system partners to create a coordinated network of services and referrals to help us meet the needs of the survivors we serve. We know that in order to effectively combat human trafficking, it is essential to bring “everyone” to the table to meet and address the many needs of survivors. Accordingly, over the last year we have strategically and successfully diversified and enhanced our partnerships and referral pathways through outreach, networking and training. We are very grateful for our partnerships and the continuum of care we have built together to support survivors.

A Wider Circle  
Amara Legal Center  
Anchor Fund  
Ayuda  
Beltsville 7th-Day Adventist Church  
Catholic Charities  
Child and Adolescent Program  
(Children’s National Medical Center)  
Child and Family Services Agency (CFSA)  
Children’s Law Center  
Covenant House  
Courtney’s House  
D.C. Child and Family Services Agency (CFSA)  
D.C. Public Schools (DCPS)  
D.C. Metropolitan Police Department  
D.C. SAFE  
D.C. Rape Crisis Center (DCRCC)  
Deaf Abused Women’s Network (DAWN)  
Department of Behavioral Health (DBH)  
Department of Human Services (DHS)  
District Alliance Safe Housing (DASH)  
Dress for Success  
Empower Her Network  
Federal Bureau of Investigation (FBI)  
HOPE Works  
House of Ruth  
Joani Horchler/Carleen Kolpa  
Invisible Hand Foundation  
Latin American Youth Center (LAYC)  
Martha’s Table  
Men Can Stop Rape  
Metropolitan Police Department

Montgomery County Police Department  
N Street Village  
National Human Trafficking Hotline (Polaris)  
Network for Victim Recovery of DC (NVRDC)  
Office of the Attorney General for  
the District of Columbia (OAG)  
Office of Victim Services  
and Justice Grants (OVSJG)  
Office of the State Superintendent  
of Education (OSSE)  
Polaris Project  
Prince George’s Department of Family Services  
(Survivor Resiliency Fund)  
Prince George’s County Police Dept.  
safe S.E.A.T. in the moonlight  
Safe Shores  
Salvation Army  
Sasha Bruce Youthworks  
Shared Hope International  
Turnaround Inc.  
U.S. Attorney’s Office for the District of Columbia  
U.S. Dept. of Justice Office on  
Violence Against Women (OVW)  
University of Maryland SAFE Center  
U.S. Committee for Refugees and Immigrants (USCRI)  
Whitman Walker Health  
Women Giving Back  
YWCA  
Zoe’s Place



# looking Forward

FAIR Girls' goal is to continue to do what we do best – deeply impacting the lives of the survivors of human trafficking we serve, and the many more still yet to be identified, by providing high-quality services that address their individualized needs while increasing their safety, well-being, empowerment and self-sufficiency. As we move forward from this unprecedented and challenging year, and as we face the still unknown long-term impacts of the prolonged COVID-19 pandemic, FAIR Girls hopes to achieve the following goals over the coming year:

- 1 Ensure female-identifying survivors of human trafficking and CSEC have access to stable and specialized housing
- 2 Ensure survivors of trafficking and CSEC have access to justice, benefits, and court advocacy to support their restoration process and to support and empower them in understanding their rights as they navigate the various systems with which they intersect
- 3 Ensure survivors of trafficking and CSEC are provided trauma-informed, specialized holistic services to aid their healing, recovery and empowerment
- 4 Create an expanded, safe and productive Drop in Center space where survivors have barrier-free access to information, support, resources and therapy to address their individual basic, mental health, and economic empowerment needs
- 5 Ensure increased knowledge of members of the community regarding human trafficking and CSEC and enhancement of professional skills and trauma-informed care of individuals working with survivors.
- 6 Work towards achieving earlier identification and increased self-referral of survivors of trafficking and CSEC to trauma-informed, specialized services
- 7 Ensure that youth in our communities have the information, knowledge and tools to keep themselves safe from exploitation
- 8 Work towards reducing institutionalized racial injustice and violence experienced by the survivors we serve, who are predominately African American girls and women.
- 9 Uphold our commitment to continue to build diversity initiatives across our entire organization, including Staff, Leadership and the Executive Board. Challenge and educate others when we witness inequality and racism.

*"Give light and people will find the way"*

*Ella Baker*





# FAIR GIRLS' MOMENTS

*A year in pictures*

