

HUMAN TRAFFICKING CAPACITY BUILDING CENTER
2019 ANNUAL REPORT





INTRODUCTION

The Human Trafficking Capacity Building Center is a coaching and development hub assisting organizations and tribes with: (1) building their capacity to aid victims of all forms of human trafficking, (2) navigating the broad range of resources available to support their missions, and (3) strengthening human trafficking service networks.

The Center uses coaching as its primary strategy for providing services which is both complementary to, and distinct from, other support service providers. The Center partners with organizations and tribes in a collaborative and creative process to build their capacity to serve all victims of human trafficking.

In addition to responding to requests for assistance, the Center conducts proactive analyses to identify communities and tribes that would benefit from its services. The Center then takes the initiative and contacts organizations and tribes to offer its assistance. This strategically focused, capability building coaching aims to build the Nation's capacity to effectively respond to the needs of human trafficking victims.



TRIBAL WORK

The Center has a specific charge to share information about OVC resources with federally recognized tribes and programs working with American Indians and Alaskan Natives. Through creating meaningful connections that support and honor American Indian and Alaska Native beliefs and cultural values, the Center works with tribes to serve victims of all forms of human trafficking. The Center's work increases tribal capacity to assist victims of human trafficking, while supporting tribal sovereignty in addressing this issue.

The Center works to develop capacity building approaches that align with American Indian and Alaska Native cultural beliefs and practices. The goal is to provide one-on-one support and increase partnerships among tribes and tribal-serving organizations. Through collaborative partnerships with tribes and tribal entities, the Center offers assistance with enhancing program development and expansion, establishing partnerships, and supporting human trafficking victim services in tribal communities.

FOUNDATIONAL YEAR

In its foundational year, the Center established its national strategy to build local capacity to assist all victims of human trafficking. The Center developed a capacity building coaching plan centered on partnering with organizations in a collaborative and creative process.

In its inaugural year, the Center conducted analyses to identify target regions and types of organizations in need of capacity building. The Center identified stakeholders along with target regions and organizations for the Center's outreach.

By identifying target regions in its foundational year, the Center will be able to: (1) target resources to address priority areas, (2) identify states/regions for phased outreach approach, and (3) identify victim service providers most capable of expanding services to human trafficking victims in its first year of service delivery.

The Center set the operational groundwork throughout this first year establishing an overarching work plan and organizational protocols. Staffing, quality control, and communication plans were developed. These documents offer a roadmap for implementing a common vision for the Center's structure and functions.

Pilot Phase

The Center commenced its pilot phase to test the Center's capacity building strategy. This phase creates opportunities to elicit feedback from users early in the stand-up of the Center. Field input gathered from the pilot phase will inform revisions to the Center's approach and improve the Center's capacity building strategy. The pilot enables the Center and OVC to apply the processes and protocols in the strategy; identify strengths and gaps for consideration; gather direct feedback from the field; and build partnerships with organizations to serve as a reference for the Center's services.

The goals of the pilot are to gather feedback on the Center's messaging, consultant engagement process, intake criteria, and capacity building assistance processes, protocols, tools, and templates. A pilot also allows the Center to identify case studies and examples of services to use in future Center-driven products. The Center's pilot is the first phase of its work to strengthen the Nation's capacity to assist victims of all forms of human trafficking.

The Center's **pilot site engagements** focus on: (1) identifying and expanding services to all victims of human trafficking, (2) developing comprehensive services through partnerships, and (3) building organizational capacity through program support.

ON THE ROAD
THREE YEAR PLAN



2019

Build the Center



2020

Execute Pilot Sites
Begin Targeted
Assistance



2021

Expand the Center's
Services Nationwide

CAPACITY BUILDING COACHING

Capacity building coaching is the foundation for all services the Center provides to communities. The Center works with an organization or tribe to identify specific organizational needs as well as the challenges facing the surrounding community. The Center strives to increase capacity and build complementary services, referral networks, and partnerships between and among organizations serving the same community.

During its foundational year, the Center began building three primary programs and identified the Center's service strategies to support organizations and tribes in assisting all victims of human trafficking.

These programs include a clearinghouse, peer-learning program, and direct services. The Center is preparing to provide a variety of tailored services across four broad topics, including community and partnerships, finance, organization and management, and victim services.

Programs

The clearinghouse is an internal catalogue of resources on service delivery, program development, and organizational sustainability. The clearinghouse will simplify access to collateral much-needed in the field and facilitate information sharing. The resources available through the clearinghouse can be leveraged by Center staff and OVC human trafficking grant managers to help organizations meet their victim service, administrative, programmatic, and management needs.

The peer-learning program will leverage support from organizations that have successfully addressed needs and challenges that parallel those of the requesting victim service provider. The Center's staff will structure peer learning around an organization's goals and strategically match organizations to facilitate an ongoing, two-way reciprocal learning process. The peer-learning program will promote sustained contact between

the participating organizations. This sustained contact is critical to ensure assistance extends beyond single site visits, facilitates long-term connections between organizations, and supports on-going learning.

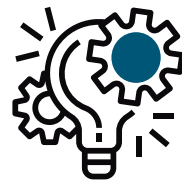
The Center's direct services leverage support from national experts, training and technical assistance providers, subject matter experts, and other consultants. Services are delivered through onsite consultation, classroom training, distance learning, or remote consultation. Consultants are selected to best fit to address the identified concerns, needs, and challenges of an organization.

The delivery of this capacity building coaching is integral to the Center's ability to develop, expand, and strengthen victim service delivery for all victims of human trafficking.

The Center's Primary Programs



Clearinghouse



Peer-learning Program



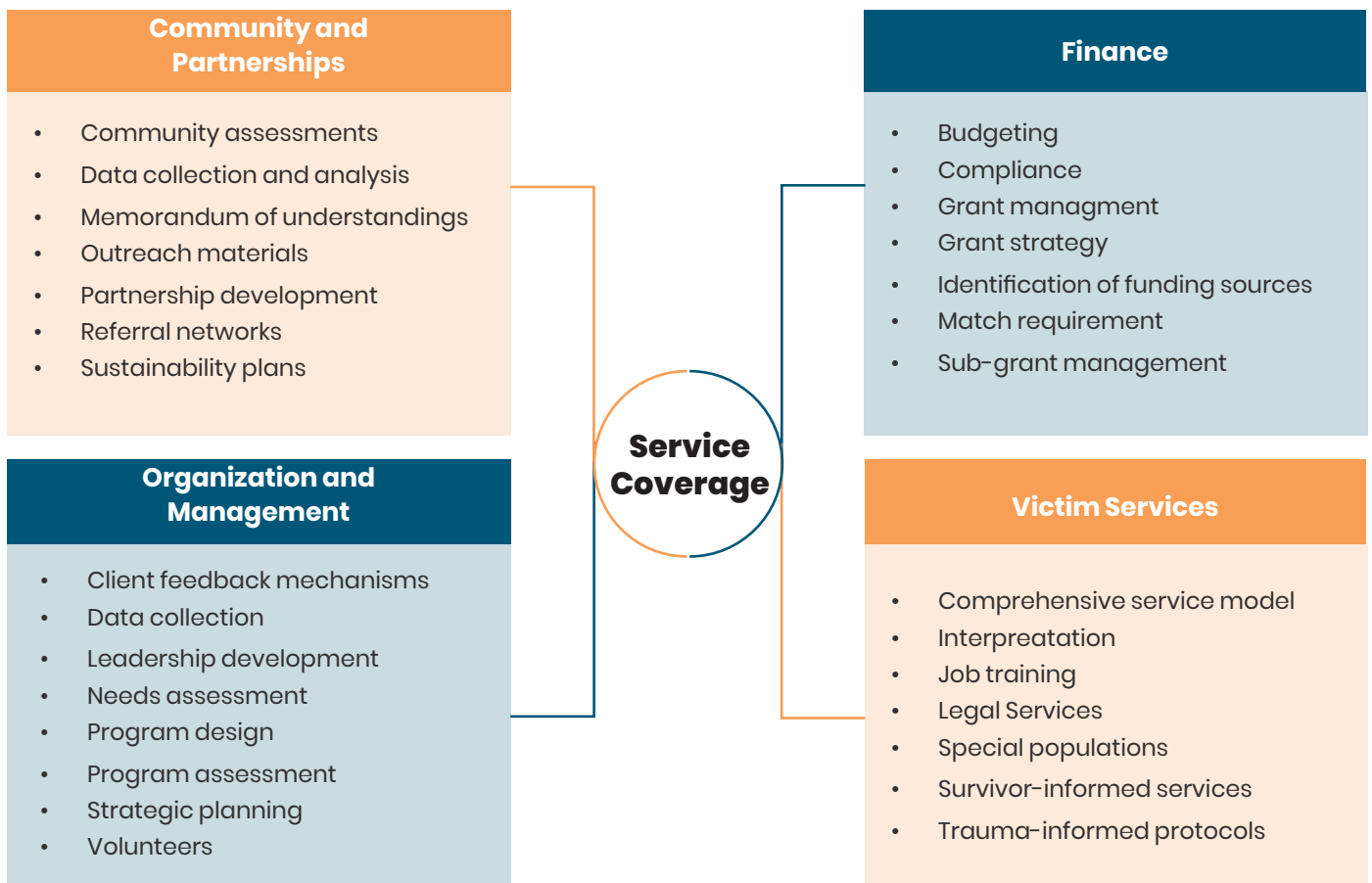
Direct Services

Services

Capacity building is an ongoing process through which organizations enhance their ability to identify and meet development challenges. Many of these challenges relate to enhancing organizational infrastructure and institutional sustainability to deliver a comprehensive range of high-quality services to victims of all forms of human trafficking.

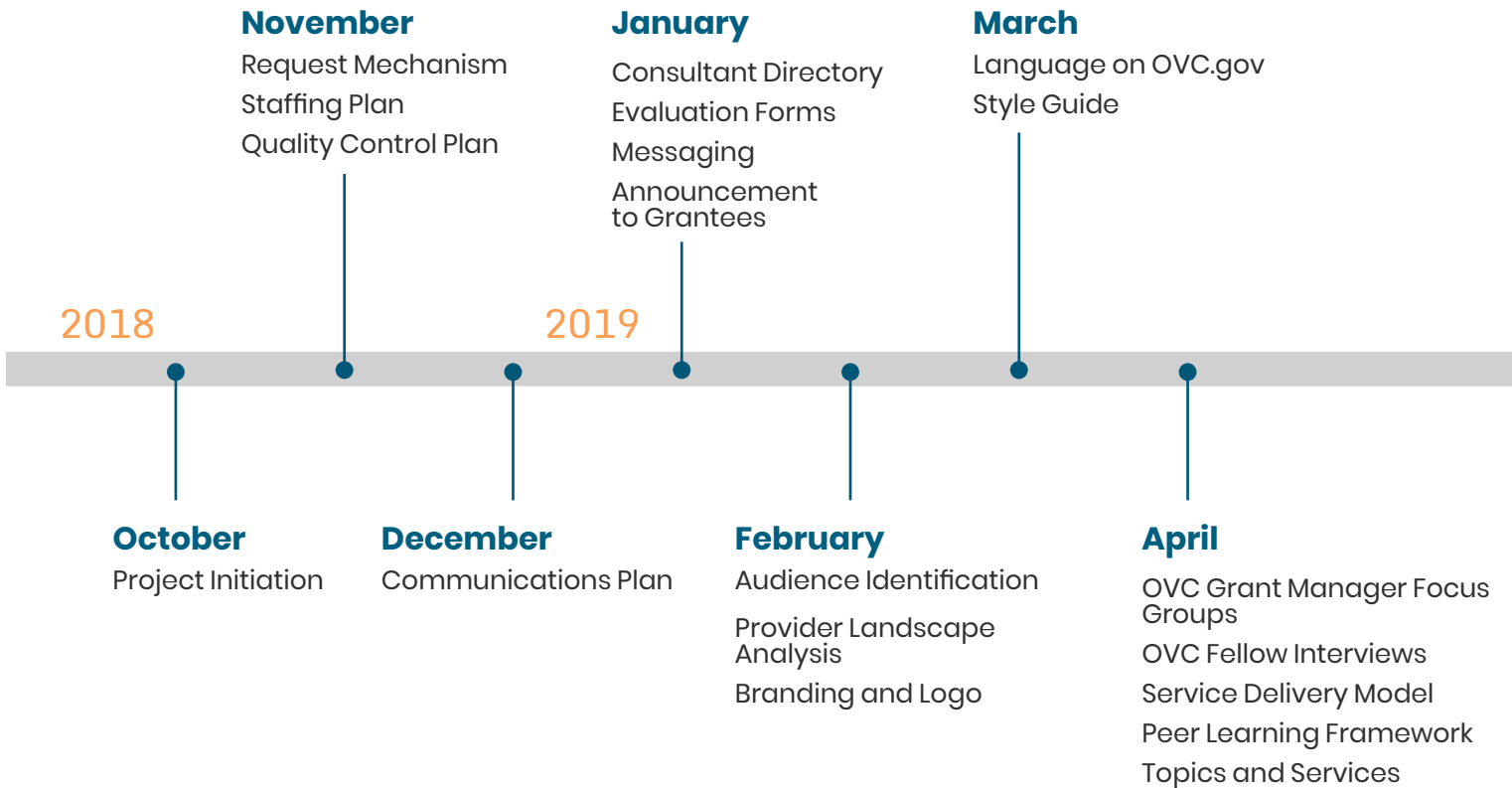
The Center provides a variety of tailored coaching and development services across topics, such as community and partnerships, finance, organization and management, and victim services.

The Center's **Primary Services**



FIRST YEAR TIMELINE

The Center spent its first year conducting an environmental scan, defining its vision, and developing a proactive coaching strategy. Following is a timeline of its first year milestones.



May

2020 Event Identification
Pilot Site Strategy
Consultant Orientation
Targeted State Strategy

July

Pilot Site Outreach
Tribal Proactive Capacity
Building Strategy
Tribal Communications
Plan

September

State and Tribal
Regional Strategies

June

Proactive Capacity
Building Strategy
Clearinghouse
Documents

August

Pilot Engagements
Clearinghouse Framework

THE CENTER IS—

VICTIM-CENTERED

The Center champions victim-centered services that create conditions of trust and respect to empower victims to reclaim their lives and move toward self-sufficiency and independence.

COACHES

We partner with organizations in a collaborative and creative process to build their capacity to serve all victims of human trafficking.

NAVIGATORS

We help organizations navigate the broad range of financial resources, service delivery, and provider networks available to support their work with victims of all forms of human trafficking.

NETWORKERS

We help increase the connectivity within a community, assisting local organizations with building their network to offer a more comprehensive response to the needs of all victims of human trafficking.

CULTURALLY AWARE

We work within American Indian and Alaska Native infrastructure to develop approaches that align with cultural values while honoring and respecting American Indian and Alaskan Native practices.

INCLUSIVE

We work with organizations and tribes to help them best serve all victims of human trafficking.