

PARTNERSHIP TOOLKIT: SUMMARY BRIEF

The following Summary Brief highlights key content and links in LCHT's Partnership Toolkit. To access additional resources and the full toolkit, visit combathumantrafficking.org/toolkit.

1. PARTNERSHIP 101

How do you define your partnership?

Partnership measures acknowledge that combating human trafficking requires a comprehensive response through the cooperation of multiple sectors. Partnerships bring together diverse experiences, amplify messages, and leverage resources. For the purpose of this survey, an anti-human trafficking partnership refers to a ... [e.g., a cooperative relationship between two or more organizations established for the purpose of jointly combating human trafficking in some way.]

Here are some examples of anti-trafficking partnerships around the world:

- [Colorado's Human Trafficking Council](#)
- [Denver Anti-Trafficking Alliance \(DATA\)](#)
- [Department of Human Services](#)
- [Organization for Security and Co-operation in Europe](#)
- [Partnerships against human trafficking, Interpol](#)
- [Polaris Project's national partnership resources](#)

Function

What would you like your partnership to do?

- Provide strategic coordination for human trafficking work in your area.
- Provide operational coordination for human trafficking work in your area.
- Share information and resources.
- Increase awareness of the extent of human trafficking in your area.
- Involve businesses and community members in anti-human trafficking work.
- Prioritize engagement of survivors directly in the anti-human trafficking movement.

These different functions involve different types of partners and methods of engagement. Here are some examples of local anti-trafficking partnership structures and governance.

Colorado's Human Trafficking Council:

<https://sites.google.com/state.co.us/human-trafficking-council/the-council/members?authuser=0>

The Denver Anti-trafficking Alliance: <https://www.denveralliance.org/structure>

The Human Trafficking Task Force of Southern Colorado: <https://www.ht-colorado.org/about>

Membership

Are there existing partnerships/networks in your area or region that you should link with? e.g. Multidisciplinary Teams (MDTs), Sexual Assault Response Teams (SART)

Have you considered inviting the following organizations?

- Child Welfare (CDHS)
- Colorado Department of Labor and Employment (CDLE)
- Community-Based Advocates
- Direct Victim Services - providers may offer intervention, risk reduction, and prevention services to both direct and indirect victims and survivors of crime
 - Child abuse and neglect
 - Domestic Violence
 - Faith-based Organizations
 - Homelessness
 - Immigrant resources/rights
 - Sexual assault
- First responders (Fire, EMS)
- Healthcare Providers
- Immigration and Customs Enforcement/ICE
- Law Enforcement
- Legal Assistance
- Local legislators
- Local LGBTQ+ Resources
- Local NGOs working in anti-trafficking
- National NGOs with local representation
- Native & Indigenous Organizations and Resources
- Parallel Movements - human rights and social justice movements that often intersect or run parallel to protecting and serving specific groups of individuals
 - Child welfare
 - Crime Victims' Rights
 - Immigrant rights
 - Labor rights

- LGBTQ+ Rights
- Refugee and asylum rights
- Sex worker rights
- Probation Services
- Survivor advocates
- Survivor-led organizations
- Survivors with diverse backgrounds, identities and lived experiences
- Systems-Based Advocates
- Unions/trade groups
 - Agriculture
 - Construction
 - Hospitality
 - Manufacturing
 - Ranching
- U.S. Department of Labor and Employment

2. PARTNERSHIP MANAGEMENT

Building Your Partnership

- Form a Planning Team

Here are some tips for defining partnership vision, mission, and goals:

- [Vision Statements](#)
- [Mission Statements](#)
- [Defining Goals](#)
- [Defining Objectives](#)

- Get familiar with the current services for survivors in your state/region/community

Here are organizations that are funded specifically to support the needs of trafficking survivors statewide in Colorado:

- [Asian Pacific Development Center](#)
 - [Avery Research Center](#)
 - [Colorado's Human Trafficking Hotline](#)
 - [Colorado's Online Resource Directory](#)
 - [Colorado Legal Services](#)
 - [COVA's Human Trafficking Program](#)
 - [Rocky Mountain Immigrant Advocacy Network](#)
 - [Street's Hope](#)
 - [TESSA](#)
- Begin relationship-building and gain the support of local leaders

Setting Goals in Your Partnership

- Does your partnership foster shared goals?

Here are some tips for developing goals:

- Developing a mission with clear goals supports trust and stability in a partnership and decreases the likelihood of conflict based on confusion around the role of partnerships.
- Partnerships with clear and attainable goals were able to partner more effectively and build rapport as they worked together to accomplish specific tasks.

- Partnerships that appeared most effective at meeting goals were those that combined representatives from multiple Ps and supported each of those partners to exercise equal voice and leadership in the group.
- Explicit goals that were attainable in the short-term to medium-term were often met, providing measurable progress toward ending human trafficking and building trust and momentum within partnerships.

Developing a Strategy for the Work of Your Partnership

- Do you have an action plan or mandate?
- How will you monitor and evaluate the work of the partnership?
- Have you considered conducting community resource mapping?

Partnership Operations

- How will you conduct successful partnership meetings?

Identify the right team members to attend meetings

- Strong partnerships require members who value culturally responsive, trauma-informed care and policy-making that takes time, resources, and difficult conversations.
- Welcome community diversity.
- Promote shared leadership.
- Include survivor perspectives.
- Establish new member orientation

Governance

- Do you have governance guidelines for the partnership (including expectations for member input, meeting frequency, and a dispute resolution process)?
- Who will co-ordinate the work of the partnership? Will a sole member coordinate the partnership or can this role be shared?
- Are information-sharing agreements in place between members?

3. FUNDING YOUR PARTNERSHIP

Have you thought about different funding sources that may be available to the partnership? Consider:

- Government Grants
- Private Grants
- Corporate Grants
- Program Revenue
- Important Cause Awareness Days for Fundraising
 - January: Human Trafficking Awareness Month
 - February 20: World Day of Social Justice
 - April: Child Abuse Awareness Month
 - April: Sexual Assault Awareness Month
 - June 12: World Day Against Child Labor
 - July 30: World Day Against Trafficking in Persons
 - October 11: International Day of the Girl Child
 - November 25: International Day for the Elimination of Violence Against Women
 - Tuesday after Thanksgiving: #GivingTuesday
 - December 10: International Human Rights Day

What in-kind resources are available to the partnership? (consider offers of staff resources, student placements, skills offers from non-profits and businesses.)

4. TRUST AND SUSTAINABILITY

Conflict and Partnership Leadership

Does your partnership's leadership understand its role in navigating conflict?

- Partnership leaders typically hold the responsibility of resolving conflicts that emerge.
- Prospective members need to recognize this responsibility as part of the job description when they consider joining partnership leadership.
- Conflict resolution practices that provide opportunities and mechanisms that are both formal and informal appear effective across partnerships.

Have you considered different strategies within early versus mature partnerships?

- Early partnerships experience conflict from the personalities or persons involved (as individuals) or the perceptions of the roles and goals of the organization represented by persons joining the partnership
- Mature partnerships view conflict as welcome and necessary for the group to evolve and maintain trust
- Personality-driven conflict dissipates as relational trust grows
- Priority-driven conflict declines as responsibility-based forms of trust grow

Building Trust and Sustainability

How will your partnership foster trust?

How will your partnership be sustainable over time?

5. SURVIVOR ENGAGEMENT

Survivorship and Your Partnership

How will your partnership engage with human trafficking survivors?

What is the role of survivors in your partnership?

How will you incorporate survivors as leaders in the movement?

Have you considered forming a survivor leader advisory board?

How will survivors be compensated?

How will safety and communication be prioritized for survivors?

What other survivor-centered approaches should you consider?

Trauma-Informed Partnerships

Tips for developing a trauma-informed approach in your partnership

Key areas to consider:

- Governance and leadership
- Policy
- Physical environment
- Engagement and involvement
- Cross sector collaboration
- Screening, assessment, treatment services
- Training and workforce development
- Progress monitoring and quality assurance
- Financing
- Evaluation

The Four R's: key assumptions in a trauma-informed approach:

1. Realize the widespread impact of trauma and understand potential paths for recovery.
2. Recognize the signs and symptoms of trauma in clients, families, and staff.
3. Respond by fully integrating knowledge about trauma into policies, procedures, and practices.

4. Seek to actively resist re-traumatization.

Six key principles of a trauma-informed approach* (see also the CDC collaboration):

1. Safety

- The physical setting is safe and interpersonal interactions promote a sense of safety (physical and emotional security).

2. Trustworthiness and transparency

- Partnership operations and decisions are conducted with transparency with the goal of building and maintaining trust with clients and staff.

3. Survivor support

- Peer/survivor support and mutual self-help establish safety and hope, build trust, enhance collaboration, and utilize stories and lived experience to promote recovery and healing.

4. Collaboration and mutuality

- The partnership recognizes that everyone has a role to play in a trauma-informed approach.
- The leveling of power differences between staff and clients demonstrates that healing happens in relationships and in the sharing of power and decision-making.

5. Empowerment, voice, and choice

- The partnership believes in the priority of the people served, in resilience, and in the ability of individuals and communities to heal and promote recovery from trauma.
- Clients are supported in shared decision-making, choice, and goal setting to determine the plan of action they need to heal and move forward, as well as being supported in cultivating self-advocacy skills.
- Staff also need to feel safe, as much as people receiving services.

6. Cultural, historical, and gender issues

- The partnership actively moves past cultural stereotypes and biases.
- The partnership offers access to gender responsive services.
- The partnership leverages the healing value of traditional cultural connections.
- The partnership incorporates policies, protocols, and processes that are responsive to the racial, ethnic and cultural needs of individuals served, and recognizes and addresses historical trauma.

Consider these training opportunities for trauma-informed approaches

Confidentiality Considerations

What will be your partnership's framework for confidentiality?

Consent & Privacy Resources

- [End Violence Against Women's Best Practices](#)
- [Mandatory Reporting State-by-State](#)

Federal Laws on Confidentiality

- [Confidentiality of Information](#)
- [Health Insurance Portability and Accountability Act \(HIPPA\)](#)
- [Prison Rape Elimination Act \(PREA\)](#)
- [Violence Against Women Act \(VAWA\) or the Victims of Crime Act \(VOCA\)](#)