

NOMI
network

2019 Annual Report

A World Without Slavery
Where Every Woman Can
Know Her Full Potential



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What is Modern Slavery?

Today, **40.3 million people are living in modern slavery.**¹ Fundamental freedoms are withheld, and enslaved people cannot leave because of threats, violence, coercion, deception, and abuse of power. The International Labor Organization and the Walk Free Foundation, in partnership with the International Organization for Migration, categorize people living in modern slavery as those in either forced labor or forced marriage. Forced labor accounts for 62% of modern slavery and includes bonded labor, domestic servitude, commercial sexual exploitation (CSE), and child labor. An estimated 15.4 million people are living in forced marriages. Forced marriage robs women and girls of agency, disrupting their education, limiting their participation in social spheres, and making them more vulnerable to violence and abuse. Modern slavery disproportionately affects women and girls, who make up 71% of total victims. Human trafficking is, therefore, an umbrella term, and does not require movement of persons from one place to another.²

Types of Modern Slavery

Bonded Labor, also known as “debt bondage,” forces individuals to work in order to repay a debt. They are unable to leave until the debt is repaid.

Domestic Servitude is often in private homes where people are forced into serving and convinced that they have no option to leave.

Commercial Sexual Exploitation (CSE) affects men, women, and children who are objectified by the sex industry and held against their will through fraud or coercion.

Child Labor is the enslavement (bonded labor, domestic servitude, forced labor, or CSE) of a child.

Forced Marriage predominantly affects women and girls who are forced to marry without their consent.

Nomi Network is part of the global effort to eradicate modern slavery in our lifetime. We believe that all people have the right to be free—free to have ownership over their bodies, free to choose when and how they will participate in work, and free to live without the threat of violence and exploitation. We work in communities with some of the highest incidences of both labor trafficking and CSE. We focus on women and girls because they are most vulnerable to trafficking.

Letter from the President

Dear Friend of Nomi Network,

This year, we celebrated our tenth anniversary – ten years of freedom, opportunity, and hope. As I reflect on the network who came together to fight for the most vulnerable, I am in awe of what we have accomplished. Recently, I was in India and witnessed a powerful indication of our impact in one of the most disadvantaged corners of the world. While visiting a red-light district in Bihar, I met with the madam of a brothel who admitted to sending her daughter and granddaughter to our training program. When I asked her why, she said she wanted them to “gain skills, obtain jobs, and have a better life.” She was summarizing Nomi Network’s mission without even knowing it. Although we were unable to prevent the madam from being sold at a young age, I am hopeful that the next generation will not be susceptible to the trade.

Seeing women like Monika start her first job as a receptionist in a local auto repair shop, Tarana opening a salon near a local university, and more women placed into India’s largest ethical factory prove that this is possible. I have met adolescent girls who desire to be doctors, lawyers, and entrepreneurs after learning of these opportunities through Nomi Network.

While we celebrate our wins, we also remember our losses. We will never forget the two children we lost this past decade due to violence in the communities in which we work—Maneesha, who was raped and killed, and Surej, who was brutally murdered after defending his sister from being sexually harassed by three men. These tragedies are sobering and remind us that we still have more work to do. We must continually learn about our trainees’ challenges and the daily systemic violence and injustices they face.

Our staff of 74 in three countries are committed to empowering each woman to get her first job, grow in her respective role, and change her community. Each woman has a ripple effect that we are seeing manifest in nine of our India training sites and at our fashion school and incubator in Cambodia. Because of our commitment, we impacted 3,723 women and girls this year. As a result, our trainees have changed the trajectory of their children’s lives. We see women like Munni, who diverted her daughters away from child marriage and intergenerational prostitution and back into school.

My co-founders and I are three women who committed our lives more than a decade ago to help the “Nomis” of the world be empowered and live to their full potential. Looking ahead to the next decade, we are rapidly expanding this mission from thousands of women to tens of thousands of women. Through your investment in our organization and training programs, we see women, once living in fear and chains, now free to achieve victories for their families and communities.

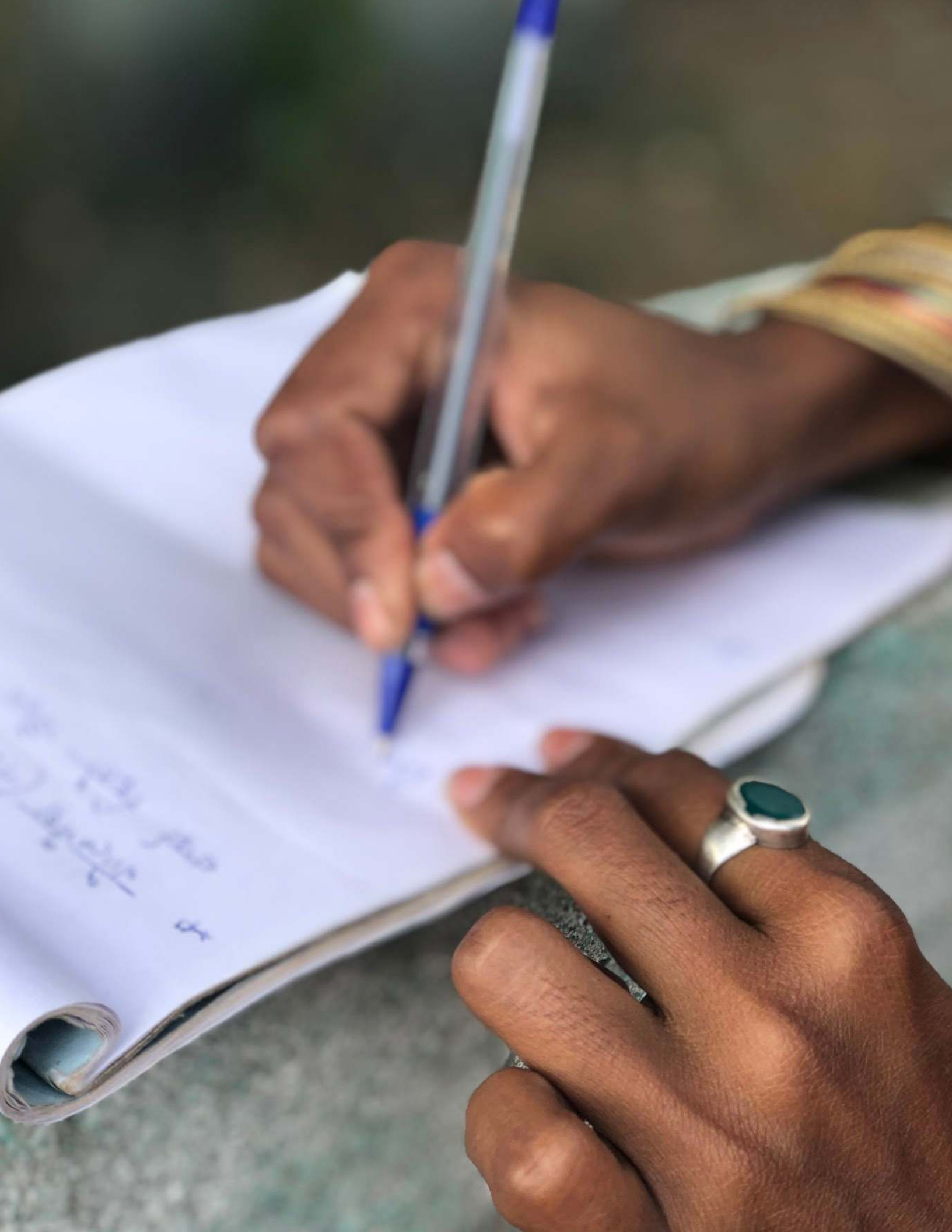
This report shares a few stories that illuminate our impact around the world. I hope that you will join us—whether through advocacy or financial support—to expand our programs into other countries with high degrees of slavery and low outcomes for women and girls. I believe that together, we can end slavery in our generation.

Warmest Regards,



Diana Mao
President/Co-founder
Nomi Network





Ending Slavery Through Economic Empowerment

Our Vision

Nomi Network's vision is a world without slavery, where every woman can know her full potential.

Our Mission

Our mission is to create economic opportunities for survivors and women at risk of human trafficking by providing leadership, entrepreneurship, and technical skills to become financially independent.



We work in trafficking hot spots, such as red-light districts and communities with high incidences of forced labor, forced marriage, and sex trafficking.



We provide training in life skills and technical skills to prepare women and girls for employment or small and medium-sized enterprises.



We create jobs by connecting women to safe employment opportunities and by creating market access for local entrepreneurs.



We empower women and girls to become leaders in their communities to break cycles of exploitation.

Women and Girls - We provide training in life skills and technical skills to survivors and highly vulnerable women and girls.

Social Enterprises and NGOs - We build up the capacity of local organizations to serve survivors and highly vulnerable communities.

Private Sector Employers - We connect women to jobs and promote fair labor standards.

Corporate Brands and Consumers - We create transparent supply chains by connecting corporate brands with fair sourcing and consumers with ethically-made products.

General Public - We raise awareness about human trafficking and advocate for practices that will end modern slavery.



CAMBODIA

A country still struggling to rebuild after a devastating genocide.

When our founders first arrived in Phnom Penh in 2009, they found dozens of nonprofits and social enterprises already providing survivors with rehabilitation and production skills. However, these skills were not enough to give survivors a meaningful income or protect them from exploitative work conditions.

Through our **Nomi Network Fashion Incubator (NNFI)**, we provide advanced fashion and production skills with our **Nomi International Fashion Training (NIFT)** classes. This training offers skills that social enterprises and local entrepreneurs need to hone their craft and provide work for survivors and individuals at risk of trafficking. We also create income opportunities through our **NOMI brand** by selling ethically made products and creating a transparent supply chain for multinational brands and consumers. Leaders at these brands become mentors for young Cambodian entrepreneurs, and several of them lead workshops at NIFT! Additionally, Nomi Network hosts large-scale networking events to facilitate partnerships and strengthen local Cambodian businesses.

Our goal is to fight trafficking by building up Cambodian fashion leaders who have the vision to employ and provide safe labor conditions to fellow Cambodians living in poverty. We are combatting exploitative practices within the fashion industry that fuel modern slavery to transform supply chains and restore power and dignity to those who are most vulnerable.

In 2019, our NIFT classes educated young entrepreneurs and organizations like Cambodian Women's Support Group in:

- Business Savvy such as the sustainability of their business, product pricing, and entrepreneurship
- Marketing & Social Media such as Facebook marketing, branding, and typography
- Styling & Visual Merchandising such as draping, advanced tailoring, embroidery, and pattern-making
- Technical Proficiency in Adobe Photoshop and spec sheets for design and production

Soun*

(Name changed to protect her privacy)

Soun* lives in a one-room house with her family of five in Phnom Penh. At 56, she is a widow and the sole breadwinner for her family—caring for two daughters, her elderly mother, and a nephew with disabilities. She also lives with HIV. For years, house cleaning was her only option for work. Since her clients lived in a wealthier part of town, she walked over an hour to work every day. As her physical limitations became greater, this job became unsustainable.

In 2015, Soun was connected to the Cambodian Women’s Support Group (CWSG), a social enterprise that focuses on ethical trade and production. She trained for months in pattern-making and sewing, showing a natural talent for the skill. CWSG hired her as a producer, allowing her to work from home and earn a higher income than her previous job.

As a part of CWSG, Soun produces tote bags, accessories, and ornaments for the NOMI brand. As orders through Nomi Network have increased, her income has grown over the past four years. When asked what this work means to her, Soun shared, “Even though I am a bit old, I am very happy that everyone trusts me and still needs me to produce their product.” She stated that the NOMI brand is a huge contributor to her monthly income, allowing her to support her daughters’ education. She is hopeful that her daughters will be able to secure well-paying jobs after graduation, allowing them to have a better life.



Cambodian Women’s Support Group

Cambodian Women’s Support Group (CWSG) is a collective of women who were initially connected through a vocational training program for vulnerable women called Nyemo Cambodia.³ After graduating from Nyemo’s program, these women were empowered to manage their own resources and create their own businesses—designing and producing toys, clothes, and home decor for retail sale. However, the group faced initial challenges finding a local or international market to sell their products.

Kanary, the leader of CWSG, started attending NNFI in 2018 to hone her business knowledge. She took NIFT classes in Facebook Marketing Strategies, Visual Merchandising, Product Pricing, and Basic Pattern-making. Kanary used these newfound skills to improve CWSG’s marketing and branding by creating a Facebook page, new logo, price list, and set up a brick-and-mortar shop. Today, CWSG is one of Nomi Network’s main production partners. Through the NOMI brand, Nomi Network provides CWSG producers with consistent revenue streams—allowing them to provide for their families while working from home. As many of these women are the sole providers in their families, this flexibility protects both them and their children from seeking potentially exploitative work.

In 2013, Renu, (far right) graduated with the first cohort of trainees in our Workforce Development Program. After graduating, she started a tailoring business that secured her financial independence. Today, Renu travels 3 hours to our Bihar site in Kishanganj where she inspires and equips other trainees to become economically empowered like her!



INDIA

While India is developing at a rapid pace, income inequality is increasing between and within states.⁴ While wealthy, urbanized regions are making significant strides in gender equality, these changes are not evident in highly rural or secluded communities. Nomi Network works in three states in northeastern India. These communities provide limited opportunities for women and girls, and some are directly adjacent to red-light districts. Many of the women and girls we work with are victims of forced child marriage. Due to low status and poverty, all of our trainees are at risk of some form of human trafficking.

In India, we operate nine training sites, offering our **Workforce Development Program (WFD)**, which provides life skills and technical training in growth sectors such as production, fashion, beauty, farming, hospitality, and entrepreneurship. Nomi Network then places women in jobs or helps them start **small and medium-sized enterprises (SMEs)**, while assisting them in opening their first savings accounts. We invest in the local community for long-term sustainability through our **Train-the-Trainer (T3)** initiative, which identifies potential leaders in each class and equips them to become trainers in other communities.

Our **Adolescent Girls Program (AGP)** provides young girls with a safe place to socialize, and an opportunity to learn a viable skillset that heightens their existing schooling—helping them pursue a future free of early marriage or forced labor. Finally, both women and girls receive legal training and support, which raises awareness about women’s rights and provides legal assistance to women reporting cases of sexual assault or domestic abuse.

We believe that by providing safe and sustainable economic opportunities and education about their rights and potential, we protect women from trafficking and empower them to rewrite the narratives of generations to come.

Sector-Specific Skills Are Growing!

In 2018, we had eight unique technical skills training programs, with a majority focused on SMEs in beauty or tailoring. As Nomi Network has strengthened the job placement phase of our programs, Nomi Network has placed women in:

- **Customer Care jobs** including handling services and negotiations in various industries
- **Health Care jobs** such as caretakers, clinic assistants, paramedics, and CPR-certified professionals
- **Hospitality roles** in hotels and sales
- **Advanced farming enterprises** that have expanded beyond greenhouses, organic vegetables, vermicompost, and mushrooms to include fishery and dairy production
- **Male-dominated roles** such as electricians who know how to repair technical machinery, how to wire, and more!

As always, if our trainees can create a small business or get connected to an ethical employer, they are no longer vulnerable to exploitation due to financial instability. SMEs include the selling of goods such as candles, accessories, crafts, garments, and even pickles and curries— as well as services such as home-based beauty parlors! Computer proficiency in tools such as MS Office and the knowledge of spoken English makes our women highly qualified and more desirable in an advanced job market.

Purwa ✱

(Name changed to protect her privacy)

When Purwa was a young girl, she would watch her father leave to “work” at a party house, where men would drink and gamble; but instead of providing for his family, he would keep any earnings for himself. Eventually, he left Purwa and her mother to fend for themselves. In Siliguri, red-light districts commodify girls like Purwa and women like her mother. With no income and nothing but her body to give, Purwa’s mother went to work in the only place that would hire her without an education or work experience.

Purwa’s mother worked to ensure Purwa would never experience the life she lived and warned her never to enter the brothel where she worked. She took every precaution to keep Purwa from being preyed on by her clients. Every cent she could spare on food, water, clothing, and shelter; she spent on Purwa’s education. Purwa studied up to the tenth grade, and this helped her become a teacher. Taking after her mother, Purwa worked very hard—offering evening tutoring lessons after a long day of teaching. Purwa’s mother was hopeful for her daughter’s future.

However, Purwa’s success did not overshadow her mother’s past. The community looked down on her, taunting her and condemning her to the same future as her mother. After marrying a man in her 20s, Purwa gave birth to a healthy baby boy. But, this joy was overshadowed by the loss of her mother, who passed away around the same time.

Purwa realized the sacrifices of her mother and the responsibility she had to her newborn son. She wanted to make sure her son had every resource available to break the cycles of poverty and financial instability she faced as a child. Her husband’s small shop was not earning much, and even with Purwa’s income, they could not guarantee a brighter future for their son. Purwa refused to enter her mother’s trade, but she considered leaving home to find work—an equally risky choice that would subject her to exploitation. However, Purwa was torn because she did not want to leave her son.

One day, our staff surveyed the community for a new Nomi Network Workforce Development Program site in Siliguri. The opportunity offered skills training and employment, and Purwa became one of the first 50 women at this site. Purwa did not want to leave her home during the day as her son was still young, but the program offered evening training, which Purwa happily attended. Purwa has since completed beautician training, where she learned skills such as hair and makeup design, threading, and skincare treatments. With newfound financial literacy and an entrepreneurial spirit, Purwa started a small business within her home. She previously earned 1500 rupees per month (approximately \$20), but now earns an average of 7000 rupees per month (approximately \$100) and also learned skills such as tailoring and garment design. She intends to offer employment opportunities to other women and girls in her community with her thriving business.

Purwa is thankful for her mother’s sacrifices and Nomi Network’s program. She dreams big and inspires other women to do the same.



Our Impact

2,297 women & girls impacted across **11** sites +
1,426 jobs created or supported in **2** countries



Cambodia 2019

- **1** NNFI site
- **1839** people attended NNFI events
- **8** new NNFI volunteer trainers and **3** returning volunteer trainers taught & spoke at NNFI
- NNFI training supported **866** jobs
- **74** orgs sent **141** people to **239** hours of NIFT classes
- NOMI products created by **10** production partners supported **381** jobs
- **8** new mentors provided coaching to budding Cambodian designers & entrepreneurs
- Planning progress for new WFD site in Poipet



India 2019

- **9** WFD sites & **1** Production Center
- **1070** new WFD trainees
- **460** existing WFD trainees
- **325** girls completed AGP
- **1** WFD class of 50 women piloted digitized training curriculum
- **12** WFD graduates employed by Nomi Network Production in India
- **4** new T3 trainers
- **8** existing T3 trainers
- **140** new SMEs established
- **15** existing SMEs maintained
- **301** people received legal training
- New WFD trainees supported their **954** children



A Decade of Freedom: Celebrating 10 Years of Nomi Network

- Nomi Network established as a 501c3 nonprofit, and a volunteer network is formed
- Cambodia pilot project is launched, and the first **Buy Her Bag Not Her Body®** bag is designed and produced
- Our first designer item appeared in a high-end fashion boutique in Soho, NYC
- Helped change the lives of 23 vulnerable women by providing a real, sustainable alternative to work in the sex industry

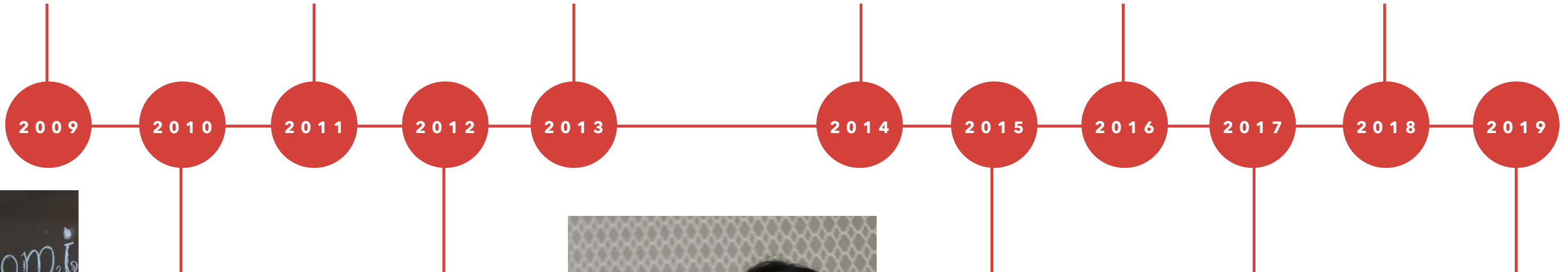
• Nomi Network's **Buy Her Bag Not Her Body®** brand becomes a member of the Fair Trade Federation

- Launched "Let's end trafficking together" - a campaign for artist abolitionists
- On Thursday, October 18, the first 21 women in India completed year one of the Workforce Development Program

- Helped support 326 jobs in Cambodia and India
- Trained 10 women in India to become community leaders and 10 to become T3 Trainers
- Featured in over 40 pop-up shops, including the NYC Union Square Holiday Market and Nomi's Home for the Holidays Freedom Shop to raise awareness and market access
- Madhubani print collection launched
- Our products achieve representation in 32 retail stores
- Nomi Network recognized on Great Nonprofits Top-Rated List



- Nomi Network Fashion Incubator launched in Phnom Penh, Cambodia with a full-time fashion trainer
- Nomi Network and Concordia Campaigns co-publish a white paper entitled Labor Lessons: Supply Chain Standards for Sustainability
- Partnership with Sephora established
- 5 new program sites launched in India
- First Vision Trip to Cambodia
- Hong Kong Regional Exposure Trip



- Volunteer design team formed
- *Project Beauty*, a self-esteem building initiative that restores identity, self-image, and confidence through photography launched in Cambodia
- *Travel Essentials* collection launched in the Spring
- Luxe quilted recycled rice bags launched in the Fall collection
- 1st Annual Cocktail and Awards Ceremony
- Nomi Network receives the NBC Small Charity of the Year Award

- U.S. Department of State's Office to Monitor and Combat Trafficking in Persons provides Nomi Network a grant that allows us to expand our programs to India
- India program launched
- Nomi Network receives a SOURCE Award for Innovation - One to Watch
- Co-founder Diana Mao transitions from volunteer to staff
- Nomi Network secures our first order from Walmart.com after completing their sourcing requirements



- Willa Wears by Nomi Network launches in partnership with Mamie Gummer
- Envelope collection launches featuring traditional ikat woven fabric
- President and Co-founder Diana Mao is selected to be part of the inaugural class of Presidential Leadership Scholars and works with the Bush and Clinton Presidential Centers to expand Nomi Network's work in creating systemic change

- Kolkata headquarters established in India
- 1st annual grants and scholarships awarded through Nomi Network Fashion Incubator
- 1st annual Khmer Crafts & Food Festival in Cambodia



- Curriculum digitized for the Workforce Development Program
- Mentorship project launched in Cambodia
- 3 new program sites launched in India
- 10th Anniversary Gala



Gahani

THEN AND NOW

By Supei Liu, VP of Global Initiatives & Co-Founder

Gahani was born into an untouchable caste in India, meaning her family was extremely poor. She was never allowed to go to school or associate with higher-caste community members. As a child, Gahani was responsible for helping out with household chores: fetching water or firewood, cutting grass for the cows, or collecting garbage thrown away by wealthier households. Like many girls in her situation, Gahani was expected to marry at a young age to soften her family's financial load.

At fifteen, she was forced to marry Runji, who was 15 years older than her. Though he held a respectful job at a local government bank, he spent his free time drinking and gambling away his earnings. He would disappear for days at a time after his pay date, returning home drunk with empty pockets. Meanwhile, the family was illegally living on government land adjacent to a red-light district. Gahani survived by borrowing money from neighbors, selling handmade bamboo baskets, and exchanging rice and oil for money to keep her children in school. When I met Gahani, she was desperate for a way to improve their situation, but she did not know how she would do it. She wanted a better life for her daughters, to protect their right to an education, and to give them the best outcomes possible—in spite of them being girls. Gahani was later enrolled in our first training program that launched in Bihar in 2012. I remember her as always being punctual—often the first one to arrive to class—a trait that showed her eagerness to learn.

One day, Gahani's daughter rushed into our office in a state of panic. With clenched fists and tightened lips, she fought back tears as she struggled to tell us that her father had beaten her mother. It was not the first time, but this time was incredibly traumatizing. Our program manager ran out of the office and immediately saw Gahani laying in a bicycle rickshaw, with blood-soaked gauze wrapped around her head. After taking her to get stitched up, we encouraged her to file a police report against her husband. The abuse had lasted over a decade, but Gahani never filed complaints because domestic violence was widely accepted by society. With

our support, she worked up the courage to go to the police station.

That day is one of my first memories of Gahani discovering her voice and standing up for herself. In the seven years that have passed since then, I am amazed to see the woman that Gahani has become: strong, confident, and joyful. She is now one of our Master Trainers, employed by Nomi Network, and she travels to different training sites—training new cohorts of women and girls in our Workforce Development Program. She is now a leader and decision-maker in her household.

I recently spoke with Gahani and asked what her work as a trainer meant to her. She said, "I feel good. I used to be so fearful, afraid of losing everything because I was dependent on everyone else. Now I am more confident because I have [the] financial capacity and a voice of my own." Since Nomi Network has expanded to different sites in India, I asked Gahani for her thoughts on the new groups of trainees. She expressed admiration because some of the recent trainees are more educated than she is. Since Gahani never finished grade school, she was illiterate when she first entered Nomi Network's program. "I never imagined that I would be the one training these educated women," she said, before pausing to wipe away a tear and then smiling. "But I have never felt stupid since starting with Nomi Network. I am smarter now."

Gahani continues to inspire me every day. As she raises her daughters and trains others, I see a generation of fierce women rising up—fighting for their livelihood and creating new futures for girls. They have stood their ground and remained steadfast, even in times when I feel like I have struggled and failed. This road has not been easy for any of us, but when I look at Gahani, Ishrat, Roshan, Hunni, and the other women who were a part of that original group of trainees, I am in awe of all we have accomplished together. They are the true champions of Nomi Network's mission and vision, and I cannot wait to see what the future holds for them.

2019 Outreach Highlights

2019 Gala

On May 1, 2019, Nomi Network celebrated “A Decade of Freedom” at our 10th Anniversary Gala in New York City. Over 400 guests attended, including both long time supporters of Nomi Network and new friends. The night was filled with inspiring reflections on our successes over the past ten years and encouraging remarks from our honorees who are partners in our fight to end modern slavery.

We honored four individuals with awards for their anti-trafficking efforts:

- E. Benjamin Skinner, President of Transparetem (Abolitionist Award)
- Tu Rinsche, Global Director of Social Impact at Marriott International (Abolitionist Award)
- Thear Suzuki, Americas Advisory Talent Leader, EY (Corporate Social Responsibility Award)
- Holly Taylor, actress and producer (Global Ambassador Award)

In addition, we honored ten champions—donors, volunteers, and advocates—who have greatly contributed to the advancement of our mission over these past ten years.

- Charity Wallace
- Cheryl Wills
- George & Mimi Ross
- Grace & Mercy Foundation
- Harold Nathan
- The Heineman Foundation
- John Damonti
- LyLy Dooner-Rockwell
- Maria Choi Sowers
- Maroun Mourad

Thank you to all who attended and celebrated with us!



Executive Round Table and Corporate Brain Trust

On the morning of our Gala, Nomi Network convened 50 leaders from the government, private, and nonprofit sectors for an Executive Round Table to discuss the state of human trafficking interventions in the U.S. Companies included Bristol-Myers Squibb, Delta, Alliance Bernstein, Marriott International, EY, Delta, Northwell Health Systems, Estee Lauder, GAP, U.S. Department of Labor, and others. These individuals dove deeper and shared collaborative ideas on how to create additional employment pathways for survivors and individuals at risk of human trafficking in the U.S.

After the Executive Round Table, Nomi Network hosted a Corporate Brain Trust at the PIMCO headquarters in New York City in September. Featured speakers included Barbara Amara, human trafficking survivor and speaker, Nicole Nason, Administrator of the U.S. Federal Highway Administration, and Jenifer Healy, W-GDP Lead for USAID.

Nomi Network shared its learnings from focus groups and interviews with NYC-based survivors. Participants representing government agencies, private philanthropy, and corporate leaders worked in breakout groups to discuss solutions and commitments to create better pathways for survivors to achieve sustainable employment in the U.S. We were encouraged to see so many advocates in a variety of sectors such as the District Attorney of New York, Cyrus Vance Jr., actor, author, and humanitarian Hill Harper, and leaders from the Libra Group, CWT, UBS, Johnson Security Bureau, Inc., Indian Hotels Company Ltd., Goldman Sachs, VF Corporation, and more. Jordana Zangwill, Senior Director of Human Resources for Northwell Health, shared Northwell’s challenges and successes in employing survivors as an example and encouragement to other companies.

As a thought leader in the anti-trafficking space, Nomi Network is excited to leverage the commitments of our network to launch a domestic program in the near future. We recognize that there are many excellent organizations already doing important work for survivors in the domestic space. However, there remains a significant gap in services to help survivors combat poverty and attain safe and sustainable employment. In 2020, Nomi Network seeks to secure funding to create a career advancement network that ensures long-term job placement and mentorship for survivors, helping them achieve their dreams.



India Standing Tall

These photos were taken in January during our **India staff retreat**. We invited our core India Program staff, including five Trainers who graduated from our first cohort in 2012. All of these women were illiterate before enrolling in our Workforce Development Program, and many of them lived in Bihar's most impoverished neighborhoods. Nomi Network India hires a small percentage of women to become Trainers. Seven years later, these women are the leaders within our staff and heroes among their communities!

Our staff retreats are a time to reflect on our mission, values, and most importantly, a time to boost staff camaraderie. One of our team-building activities required our staff members to divide into two groups and see who could build the best human pyramid in five minutes! Our female and male staff were pretty even, so it was an instant battle of the sexes!

There were only two rules. One, that each member had to stay connected and remain tall in stature. And two, no kneeling was allowed, but props were. The male team used tables and cabinets for support, but the women relied strictly on female-power! Within a few minutes, the female staff formed a cheer-leader-style pyramid with no props! Our Co-founder, Supei Liu, was astounded at their hidden skillset!

After the game, Supei asked the women what they would have done differently had they played this game seven years ago.

They replied that we would have never had a desire to unite as a group and develop a winning strategy! Secondly, they wouldn't have trusted the other women enough to stand on their shoulders. They would have assumed that the other women would carelessly drop them. Today, they know that they have each other's back!

And finally, they told Supei, "We just wanted to win! We wanted to beat the men!" As Supei listened to these five self-determined women, who were previously so subdued and timid, she was full of admiration. With something as simple as a human pyramid, their transformation was evident! Building this level of esteem, trust, and community is the core of why Nomi Network exists!



NOMI x Sephora

Sephora's latest wristlet pouches, which were designed by Nomi Network staff and made by our long-term producers, were given to members of their Loyalty Program! We are proud of this achievement because our team has worked hard in the last five years to improve production turnaround times, quality standards, logistics, vendor compliance, and design to meet the standards of amazing retailer partners like Sephora!



Supporter Spotlights

Meet some of the “network” behind Nomi Network! These individuals and organizations exemplify the generosity and commitment of our supporters.



Donor Highlight: The Tango Family

1. How did you first learn about Nomi Network? We first learned about Nomi Network through our friends, Ross and Emily Jones.

2. How long have you been a supporter of Nomi Network? About three or so years now.

3. What made you want to get involved with Nomi Network? The catalyst was meeting Diana Mao over dinner with Ross and Emily. Diana shared the genesis of Nomi Network and her vision for how they would aim to empower women, and through them, their families and society at large. We gave our first donation with confidence in Diana and belief in that vision. Our following gifts were given out of

confidence in the Nomi Network team and the Cambodian women we met during our Vision Trip in 2018.

Maddie decided to continue her engagement with Nomi Network by interning in their NYC office the summer after the Vision Trip, after seeing how the transformative opportunities have empowered women to break the cycle of poverty.

4. What does being a donor for Nomi Network mean to you? It means that we are connected to (a tiny) part of an amazing community that stretches from the States to Cambodia and India. Traveling to Cambodia helped us to internalize the fact that how we live in the USA affects Asia and vice versa. Poverty is a global issue.

5. What message would you like to send along to the women you have supported? Thank you for being the first step to breaking the cycle of poverty in the world! We are so grateful to be able to support you as you continue to create change in your communities and beyond by inspiring others to defy societal limitations as you have.

6. How has giving to Nomi Network impacted you? We feel fortunate to be able to invest in the futures of women all around the world and disrupt poverty, a tool of oppression.



–Maheen Kaleem,
Novo Foundation

SponsorHer Highlight: Richard Socher, Salesforce

1. How did you first learn about Nomi Network? Through Diana Mao when we met at Summit.

2. How long have you been a supporter of Nomi Network? For the past two years.

3. What made you want to get involved with Nomi Network? I believe in equality, and I wanted to support women who have gotten into some of the worst imaginable situations. I believe that Nomi Network can have a very positive effect on people’s lives.

4. What does being a donor for Nomi Network mean to you? I am grateful that I am in a position to be able to help.

5. What message would you like to send along to the women you have supported? I want to tell them not to lose hope. Continue to learn as much as possible, and I wish them the best of luck in creating a new life for themselves.

6. How has giving to Nomi Network impacted you? I continue to be impressed by the spirit of the women who are in tough situations and prevail towards a better future.



Volunteer Highlight: Paul and Naomi Slozat

1. How did you first learn about Nomi Network?

Through an event called Price of Life.

2. How long have you been a supporter of Nomi Network?

We started in 2013.

3. What made you want to get involved with Nomi Network?

Our eyes were opened to the issue of human trafficking and slavery. We were praying about how to get involved, and God connected us to Nomi Network.

4. What does being a volunteer for Nomi Network mean to you?

Being a volunteer for Nomi Network not only allows us to help them but has connected us to other opportunities as we fight poverty and injustice.

5. What message would you like to send along to the women you have supported? Their lives have purpose, and we believe in them.

6. How has giving to Nomi Network impacted you? Having spent extended time with programs in India and Cambodia, victims of human trafficking are no longer just an overwhelming number (40.3 million). They have names and faces, and we were blessed to get to know some of them personally.



Foundation Highlight: Nate Brown, PIMCO Foundation

1. How did you first learn about Nomi Network? A colleague first told me about Nomi Network. They set up a meeting for me to get to know Diana Mao and the organization.

2. How long have you been a supporter of Nomi Network?

Approximately six months.

3. What made you want to get involved with Nomi Network?

Nomi Network was an existing partner of the PIMCO Foundation. After researching the organization and speaking with Diana Mao, I was made aware of the challenges that so many women face in the world, and I was inspired by the impact Nomi Network has on the lives it touches.

4. What does being a donor for Nomi Network mean to you?

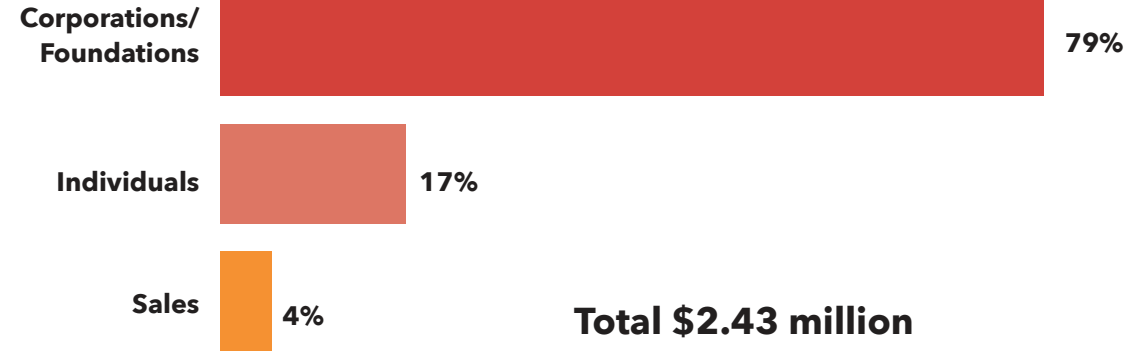
Being a donor for Nomi Network means partnering to dramatically change the trajectory of some of the most vulnerable women and girls in India. In addition to helping Nomi Network grow its impact, this partnership allows us to bolster Nomi Network’s leadership in the field.

5. What message would you like to send along to the women you have supported? Know that there are people around the world who not only believe in you but support you in improving your life and those of your family and community. Your hard work, ambition, and courage serve as an inspiration for all of us to strive to realize our goals as well.

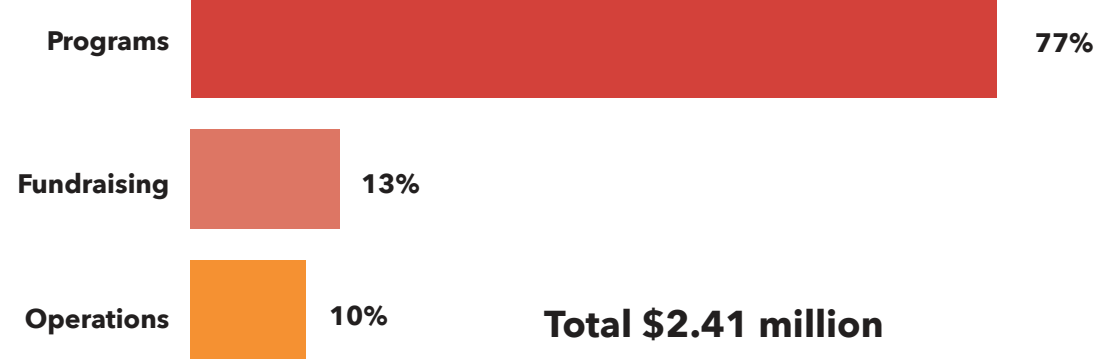
6. How has giving to Nomi Network impacted you? Giving to Nomi Network has implicated me in the fight for gender equality. It drafted me into an active role of playing my part in combatting modern-day slavery and trafficking. I believe that I am part of the solution, rather than a bystander, because of Nomi Network’s track record of changing lives. Now, I have to figure out how I, and my organization, can do more.

2019 Financials

Income



Expenses



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(This is a partial list.)

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Supei Liu
Co-founder & Vice President of Global Initiatives

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Co-founder & formerly COO

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Director of Development

Jessica Pham Warner
Director of Operations

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Princy Prasad
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Development Associate

Jasmine Summers
Designer & Program Coordinator

Field Leadership

Hom But
Cambodia Program Manager

Henry Kathan
India Country Director

Anu Thomas
Regional Training Head

Sources

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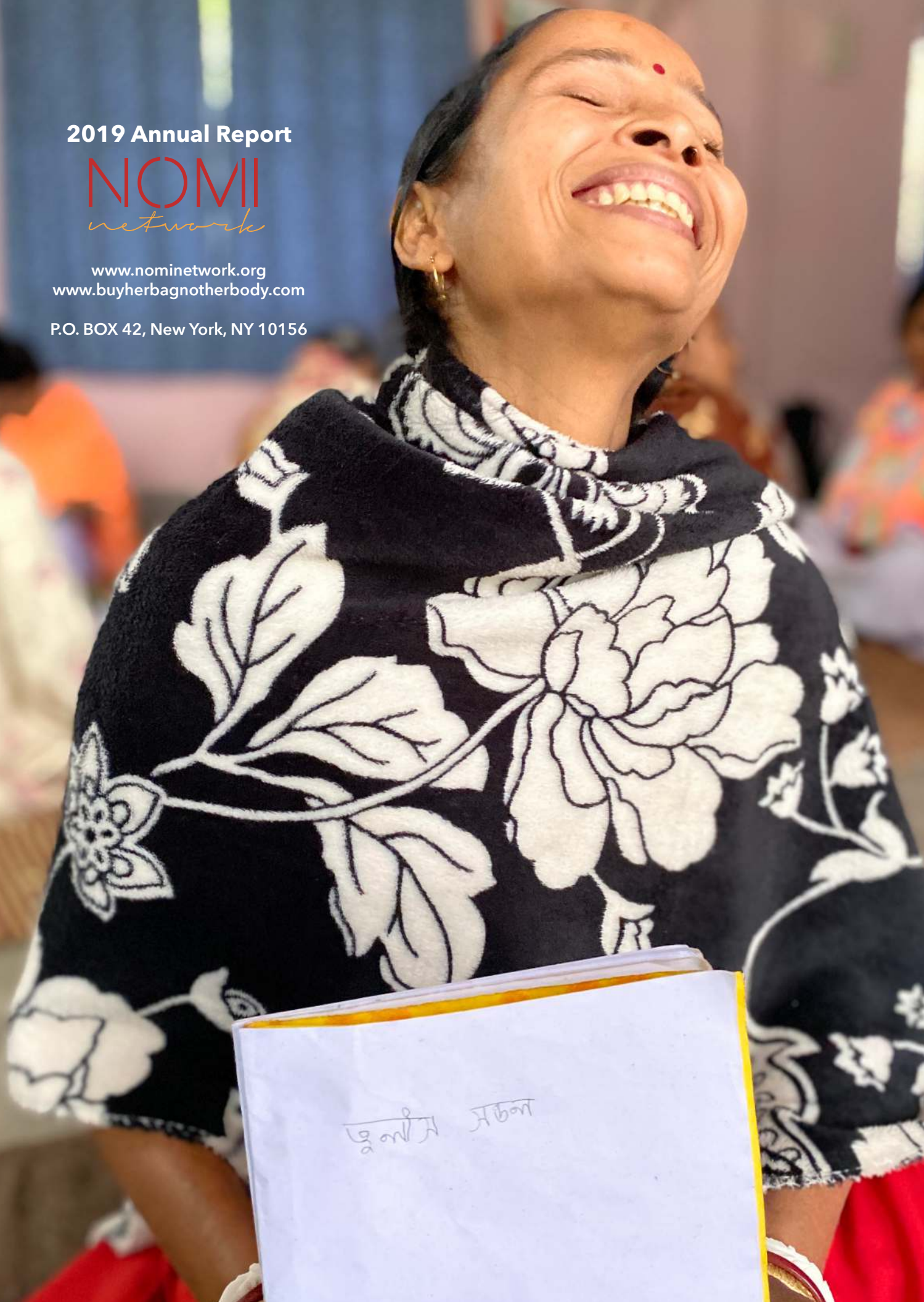


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