

A close-up photograph of a young girl with dark hair and a bindi on her forehead. She is wearing a pink and green patterned garment and a small gold nose ring. A child with dark hair is visible behind her, wearing a red garment with a white patterned sleeve. The background is a textured, light-colored wall.

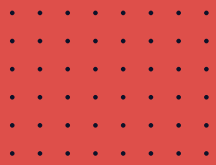
# 2020 Annual Report

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Building a world where  
every woman and girl is free



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# What is modern slavery?

According to The Global Slavery Index (2018), 40.3 million people are living in conditions of modern slavery.<sup>1</sup>

Modern slavery disproportionately affects women and girls, who make up 71% of total victims.<sup>1</sup> Enslaved people cannot refuse to work or leave because of threats, violence, coercion, deception, and abuse of power.

Modern slavery, also known as human trafficking, takes on many forms such as **bonded labor (debt bondage), domestic servitude, commercial sexual exploitation (CSE), child labor,** and **forced marriage.**

**40.3 million**  
people are living in conditions of modern slavery as of 2018





# COVID-19 Impact on Modern Slavery

Nomi Network is part of the global effort to eradicate modern slavery in our lifetime. We work in communities with some of the highest incidences of both labor trafficking and commercial sexual exploitation (CSE). We focus on women and girls because they are most vulnerable to trafficking.

COVID-19’s ripple effect on vulnerable populations has reaffirmed the need for trauma-informed economic empowerment programs worldwide. **COVID-19 has exacerbated human trafficking in the following ways:**

## Increased Poverty + Unemployment Rates

While restoring global health remains a top priority, the impact of prolonged lockdowns, school closures, and other physical distancing measures have resulted in a worldwide recession. The world’s current economic state has impacted those already living in poverty.

## Heightened School Dropout Rates

Over 20 million girls worldwide may never return to school after 2020.<sup>2</sup> As parents without work seek economic stability, their daughters’ education will be one of the first financial cutbacks— putting girls at higher risk for early marriage or exploitation.

## Over-Saturated Migration Channels

Millions of vulnerable migrant workers depend on daily wages and were financially devastated after the lockdowns dried up their income. In India, this resulted in masses of unemployed workers flooding transportation systems, commuting on foot, and risking exposure to the virus to travel back home to their families who reside in rural regions.

## More Challenging Circumstances for Current Victims of Trafficking

Trafficked persons in the illicit sex industry experienced heightened abuse from traffickers due to lack of market demand and relaxed law enforcement in red-light areas during lockdowns.<sup>3</sup> Traffickers’ use of technology to recruit trafficking victims also increased dramatically in 2020.<sup>3</sup>

## Lockdowns and Unemployment are Creating a New Class of Victims

In both the U.S. and the U.K., landlords have been exploiting young women who are unable to afford the rent by advertising “room shares” in exchange for sex on sites like Craigslist.<sup>4</sup> There has also been an uptick in youth being exploited due to virtual learning.<sup>4</sup>





# Letter From the President

*Dear Friend of Nomi Network,*

**Since the genesis of Nomi Network**, we have instilled in our trainees that they are an integral part of the Nomi family. This means our team and network of supporters are highly invested in their successes and fully committed to their futures. When we began to share this concept with our trainees, their faces lit up with raw emotion, as some of the women were sold by their own parents.

This year, as the entire world has been challenged by the harsh impacts of the COVID-19 global pandemic, we lean into the Nomi family. This virus has fueled trafficking in several ways, producing an increase in poverty rates, child labor, commercial sexual exploitation (CSE), and forced marriages. COVID-19 has especially aggravated the lives and daily routines of thousands of marginalized women, causing major insecurity and threats of violence within their own homes.

Due to India's extended lockdowns, families in remote villages have been cut off from earned income, food supply, and clean water they depend on. The harsh reality is that the economic impact on poor, rural families could last for years. Accumulating debt has pushed them deeper into poverty and placed family members at a higher risk of trafficking.

In this uniquely challenging year, we fortunately pivoted our program model, rolling out a digital curriculum, while simultaneously delivering high touch relief services. This enabled us to train and mobilize women and girls as community outreach workers and reach 177, 267 people in low-income, rural, and disenfranchised communities in India and Cambodia.

I would never have imagined the ripple effect that the women we trained would create. These survivors are now providing food, water, and PPE directly to remote villages within our eight training centers in India and Cambodia. They have distributed over 50,000 protective masks in their communities and to the India Red Cross Society, going door-to-door, risking their own health to raise awareness and stop the spread of the virus.

Nomi Network's mission is to end human trafficking by creating pathways to safe employment, empowering women and girls to break cycles of slavery in their families and communities. This mission is even more critical today, as people are suffering through an unforgiving pandemic, where unemployment can result in a higher risk of being trafficked. **Nomi Network's staff of 77 in three countries are even more deeply committed to the women and children we serve, empowering them to become the bridge of hope for their families and communities.**

This report illuminates the incredible achievements and profound impact of our trainees and graduates, as well as the Nomi family of donors supporting them on their path towards freedom and success. Because of this, generations will be free to live to their full potential.

I hope you will join us and financially support our mission to expand our programs into other countries with high degrees of slavery and poverty. Because of you, our trainees can overcome the challenges presented by COVID-19 and become heroes in their communities.

Thank you for empowering them to rise, serve, and succeed.

Warmest Regards,

**Diana Mao**  
President/Co-founder  
Nomi Network



# 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 end human trafficking by creating pathways to safe employment, empowering women and girls to break cycles of slavery in their families and communities.

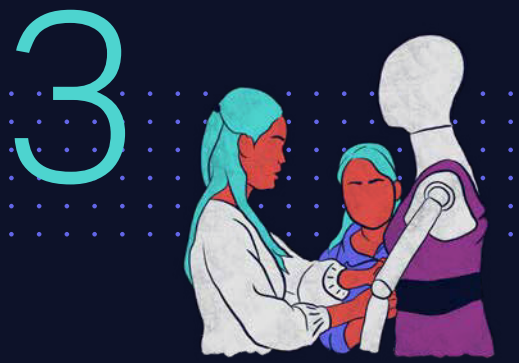
# What We Do



**We work in trafficking hotspots** like red-light districts and places 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.





# We believe that ending slavery requires a multi-level approach

1

## Women and girls

We provide training in life skills and technical skills to survivors and women and girls most vulnerable to human trafficking.

2

## Social enterprises and NGOs

We build up the capacity of local organizations to serve survivors and at-risk women.

3

## Private-sector employers

We connect women to jobs and promote fair labor standards.

4

## Corporate brands and consumers

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

5

## General public

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



# Cambodia

An estimated 20% of Cambodia's adult population is illiterate, and 18.6% of the population live below the international poverty line, earning approximately \$1.25/day.<sup>5</sup> Cambodia is also a hub for child labor and sex tourism. Of those exploited, 36.1% are under the age of 16.<sup>5</sup>

We fight human trafficking systemically by supporting fair-trade businesses in Phnom Penh's burgeoning fashion sector. Our investment in Cambodian manufacturers helps them provide more safe, distinguished jobs to trafficking survivors and women at risk.

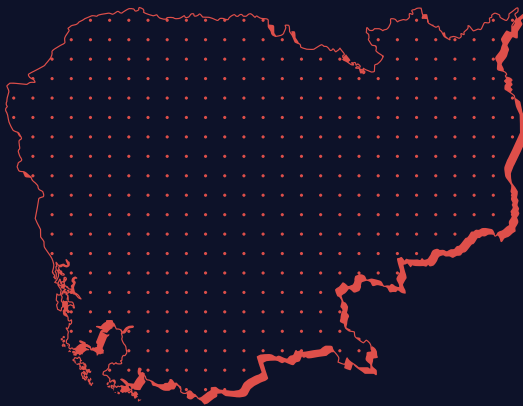
Our **Nomi Network Fashion Incubator (NNFI)** provides crucial capacity-building programming such as advanced fashion business and production courses through **Nomi International Fashion Training (NIFT)**. Courses offer social enterprises and fair-trade manufacturers training to hone their craft and expand their workforce capacity. We also connect corporate brands and consumers to ethical supply chains through our NOMI brand. We combat exploitative practices within the fashion industry that fuel modern slavery, to transform supply chains and empower those most vulnerable.

36.1%

of children in Cambodia  
are involved in child labor

18.6%

of the population live below  
the international poverty line







# COVID-19 Impact on Cambodia's Vulnerable Populations

## Lack Of Market Demand in the Predominantly Female Garment Industry

In Cambodia, over 150,000 garment workers were let go at the start of the pandemic with no advance notice and no severance pay.<sup>6</sup> In an industry of 75% female workers, this economic toll only widens the financial disparity between women and men. Most of our Cambodian trainees work in the apparel sector, and the slowdown has hurt businesses that provide safe jobs for them.

## Limited Government Assistance and Relief

The government reallocated funding workers' benefits, child protection, and anti-trafficking efforts to public health priorities. Garment workers' benefits were suspended. After weeks of protesting for proper severance packages, the government only paid them \$70/ mo, which is 37% less than Cambodia's current minimum wage.<sup>7</sup>

## Increased Poverty Rates

Cambodia's two primary industries, textiles and tourism, each took a significant hit amid COVID-19. High unemployment and lack of governmental aid left families more vulnerable to higher debt rates and human trafficking.

## Sex Trafficking Became More Untraceable

For girls exploited by the sex industry, COVID-19's impact is elusive. While the government closed establishments in the red-light districts, this only scratched the surface as commercial sexual exploitation was pushed online.

## Poor Health Outcomes

As migrants traveled to and from neighboring countries like Thailand, the risks of COVID-19 infection were heightened. While Cambodia only reported 292 COVID-19 cases in 2020, proper healthcare facilities and testing centers were so scarce in remote regions that this figure is likely understated.<sup>11</sup>



# Cambodia Program Pivots

## **Nomi Network Fashion Incubator (NNFI) and Nomi International Fashion Training School (NIFT) Go Virtual**

In order to follow public health guidelines, we had to stop our in-person NIFT classes in early 2020. During Cambodia's short lockdown, we continued classes virtually to support clients with their business strategy, allowing them to maintain their workforce of survivors and women at risk of trafficking. We look forward to following up with these businesses in 2021 to see how the training helped them to sustain and grow their businesses.

Classes that were offered this year included Business Registration Training, Quickbooks Online Training, Financial Management, Customer Servicing, Fabric Print-making, Product Export, Textiles, Retail Interiors, Home Fashion Market and Trend Analysis.

## **Poipet Launch Postponed to 2021**

Nomi Network is launching a new site in Poipet, a city at the border between Cambodia and Thailand. Our Workforce Development Program in Poipet will provide trauma-informed care, technical skills training, and local job placement to reduce the rates of sex and labor trafficking that occur as individuals cross the border searching for work. We will launch this program in 2021.







“Receiving this critical food package gave us hope and inspiration to move forward.”

—  
**Arunny**  
 Cambodia Relief Recipient

## Emergency Relief for At-Risk Garment Workers

We successfully raised approximately **\$30,000** in COVID-19 relief funds for highly vulnerable garment workers in Cambodia. Nomi Network provided 183 garment workers with food relief packages which contained bags of rice, noodles, canned fish, salt, sugar, sauces, and other essentials such as soap. Through this outreach **we served 976 family members, including 256 children.**

Arunny is married and has an 8-year old daughter. She and her family live in a rental house in the center of Phnom Penh. In 2018, Arunny joined **Cambodian Women's Support Group (CWSG)**, one of our fair-trade production partners, as a home-based producer who makes accessories and ornaments. She works independently from home on a part-time and flexible basis, earning around 280,000 riel (70 USD/month). Arunny also has another job as a cleaner for a private school where her daughter is studying. After the fashion industry market demand dried up, Arunny lost her income from CWSG and her \$150 monthly

payments from her cleaning job decreased to \$100 a month. Arunny divided her and her husband's taxi driver earnings for food, rent, electric bills, and the school fee for her 8-year old daughter, which is over half of her normal monthly income. To keep their daughter in school, Arunny and her husband decided to cut down on food costs. After receiving this emergency relief package, they had a three month food supply for their three-member household. Receiving this package helped Arunny and her husband invest in their daughter's future and lessened the financial burden as they waited for the garment industry to open back up.





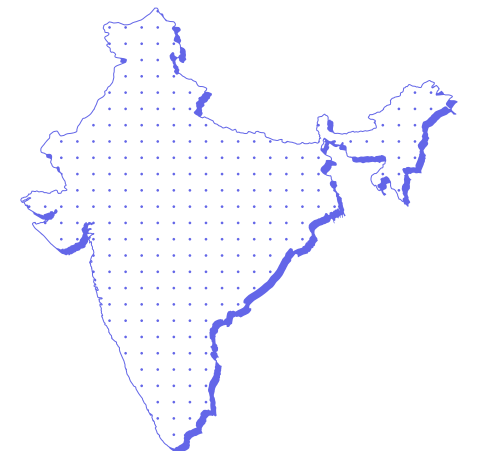
# India

**India is home to the world's largest population of modern day slaves**, with estimates ranging from 14 to 18 million.<sup>10</sup> Amid COVID-19, experts predict that this number will only increase.

Nomi Network works in three states in Northeastern India, where women and girls are economically marginalized due to poverty, caste discrimination, gender inequality, and low capacity to resist economic shocks. Many of the communities we serve are adjacent to red-light districts, putting them at direct risk for commercial sexual exploitation (CSE).

In India, we currently operate seven training sites, offering our **Workforce Development Program (WFD)**, which provides life skills training, sector-specific technical training, job placement or support opening a business, and follow-up to encourage job retention. 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 their communities.

Our **Adolescent Girls Program (AGP)** provides young girls with a safe place to socialize and an opportunity to learn a viable skill set that supports their existing schooling— helping them pursue a future free of early marriage or forced labor. In addition, 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.



**18**  
**million**  
**people**  
**enslaved**



# COVID-19 Impact on India's Vulnerable Populations

## A Sunken Economy

Informal workers, who live on daily wages and receive no written contract, paid leave, or benefits, account for 93% of India's workforce.<sup>8</sup> An estimated 140 million people have lost their jobs after India's extended lockdowns, and most of them had no savings to fall back on.<sup>9</sup>

## Increased Poverty Rates

Due to India's extended lockdowns, families in remote villages were cut off from income, food supply, and clean water for months at a time. As a result, many families resorted to loans from crooked bankers with extremely high-interest rates. Debts accrued from months of food insecurity, and unemployment has pushed these families further beneath the poverty line.

## School Closures Have Exacerbated Dropout Rates, Especially Among Girls

Due to the lockdowns, children in India's impoverished, remote regions were forced to quit school and help their families make ends meet. When girls are forced to quit school, they are more likely to experience forced marriage, child labor, or commercial sexual exploitation (CSE).

## Heightened Violence and Abuse Against Women

Domestic violence from intimate partners and dowry abuse are two evils that plagued women in our base regions even before the pandemic. As more men stayed home during the lockdowns, rates of domestic violence surged.

## Lack of Government Aid For Women Involved in Commercial Sexual Exploitation (CSE)

Most sex workers, having no formal education or government aid, were consistently denied other forms of work due to stigmatization. Food and income insecurity keep these women and girls dependent on exploitative, unsafe sources of income. In addition, there is a reported increase in harassment of women living and working in the red-light districts, due to assumptions that sex workers were spreading the virus.<sup>3</sup>

## Poor Health Outcomes

Remote regions lack access to legitimate news sources, and many were duped into buying placebo COVID-19 medicine. Quality hospitals and COVID-19 testing centers were sparse. During the first few months of the lockdown, states like Bihar only had one testing site for a population of 123 million people.







# India COVID-19 Response

Nomi Network strategically paused our in-person Workforce Development Program and shifted our efforts to **mobilize trainees, graduates, trainers, and staff to focus on COVID-19 response.**

Due to the financial literacy skills and savings acquired in our programs, most of our graduates and trainees had up to four months of savings to help them navigate the lockdowns. This safety net positioned them to spearhead our COVID-19 response. We have witnessed these women leverage their savings and business earnings to provide crisis prevention and support their families while their husbands were out of work due to the pandemic.

- Nomi Network trained and mobilized **242 Nomi Network trainers, trainees, and graduates** to become Community Outreach Workers. Our focus on survivor-led, locally-built initiatives allowed graduates to lead critical efforts in their communities and counter social and gender norms. Community Outreach Workers were financially compensated for their efforts.
- We have formed **93 Community Outreach Awareness Teams** and educated 115 people within 135 communities to become Community Champions, to continue community-based initiatives.
- **Over 50,000 face masks were created** by female entrepreneurs and local artisans from our program, with over 30,000 donated to local relief workers, police, and NGOs such as the Indian Red Cross Society. These masks were primarily produced in our Bihar Production Center, but during the lockdown our trainees continued to sew them in their homes.





# Trainees Arising as Heroes

**Khushi** (Name changed for privacy)

At 17, Khushi married a man she deeply loved, even when her family disapproved. Later on, the marriage turned toxic, and despite Khushi's love for her two children, she felt a lack of purpose in her life. After Khushi met our Nomi Network staff, she was adamant about enrolling in the program. She pushed back hard against her family and her husband, who were extremely unsupportive, willing to risk everything for her economic freedom.

Today, Khushi serves as one of our brave community outreach workers, sharing vital health information and conducting contact tracing to stop the spread of COVID-19 in her community. Khushi is also passionate about teaching, and she plans to seek higher education and continue expanding her horizons.



**Jini** (Name changed for privacy)

After years of watching her husband be paid unfair wages from his boss, Jini sold all of her gold possessions and borrowed money to help her husband purchase his own rickshaw so that he could work for himself. Unfortunately, Jini worked with exploitative lenders who charged extremely high interest rates, causing her husband to work even harder to pay it off. Today, Jini is a breadwinner in her home, earning income alongside her husband.

After completing her skills training at Nomi Network, Jini purchased a sewing machine and launched her own tailoring shop! The money from Jini and her husband's combined income is helping them pay off their loans and put their son through school. Jini's story showcases how generational poverty can be broken when women like her are equipped to open savings accounts, start enterprises, and support their families alongside their husbands. Since COVID-19, Jini is also selling masks to earn extra income and provide affordable PPE to her community.



**Reema** (Name changed for privacy)

When Reema first joined Nomi Network, she was battered after being forced into prostitution by her abusive stepmother, who eventually left her and her siblings to fend for themselves as orphans. After going through our training program, Reema's innate leadership skills shined, and she became a Master Trainer in our Workforce Development Program—mentoring women with similar stories as her own.

Today, Reema has moved on from her role as a Master Trainer after securing a full-time position at India's largest factory, Shahi Exports Private Limited. As a Sewing Machine Operator, Reema earns R.S 8000 (\$109) per month, which is an excellent salary for a woman in her village. Reema was forced to return home to her family during the lockdown, but they fared well due to her hefty savings. She is thankful for all she learned at Nomi Network, especially when it comes to financial literacy! She expects to return to work at Shahi very soon.



**Golu** (Name changed for privacy)

Growing up as the eldest of four siblings, Golu's parents could afford to only put her through school. But after completing the 12th grade, Golu made it her goal to fund her other siblings' education. This mission is why she joined our program in 2019. During this year's lockdown, our field staff helped Golu get hired as an automotive technician even though her technical skills training was on hold.

Since July, she has been earning 5200 INR (70 USD) per month constructing motorcycle parts, which is outstanding pay for a woman working in the informal sector with no formal experience. Golu is grateful that she can acquire invaluable professional skills and earn income to invest in her siblings' education as schools start to reopen.



# India Program Adapts to Meet Pandemic Challenges

## Virtual Workforce Development Program

This year we tested a digital version of our curriculum, transitioning from our in-person classes and working with a trial of 15 women per site for 1.5 months (August – September 2020) across all seven sites in India. After evaluating the program's effectiveness, we found that 74% of the women scored either below average or basic in our aptitude assessments before the training. But by the end, 93% of them tested at either a proficient or advanced level! These women overcame technological knowledge gaps and internet access issues to invest in their freedom. By November, 105 women graduated from the first training phase over Zoom. We plan to launch our improved virtual program in the spring of 2021 as a hybrid of online and in-person learning.

## Trainees Launch Their Careers Amid The Pandemic

Even though our Workforce Development Program (WFD) was on pause for most of 2020, we were still privileged to see some of our trainees start career journeys! 14 of our WFD trainees were safely transported to Shahi Exports Private Limited, one of our job creation partners, where they completed their job training and became full-time employees. Shahi Exports Private Limited is female-founded, and is one of the largest ethical garment manufacturers in India. Shahi Exports Private Limited ensures safe working conditions, holidays, and workers' benefits to each of its employees. We are happy to see our graduates thriving and in good health, despite the current circumstances.



## Interview With Nomi Network Graduate and Shahi Exports Private Limited Employee, Suhani

### What is something you were afraid of about traveling/working away from home?

I was afraid of the COVID-19 situation. Cases were increasing, and I worried if the virus would affect me if I moved. But I was thinking of my family condition, which is not good. My desire to help them gave me the courage to travel.

### How do you feel now about traveling/working away from home?

Now I feel happy. I am learning new skills, and I am working in a safe environment. I always wanted to travel to other states and learn about their culture.

### Do you feel safe? Why?

Yes, I feel safe because of company accommodations, clean facilities, and security. I also feel safe because my friends are working here.

### What is a new skill that you're learning at your job?

I am learning proper folding and packaging techniques and how to use new machinery.

I am also learning how to work better with others.

### What has this job provided you? What is your income, and is this enough for you and your family?

My monthly income is 9000 INR (123 USD). I can take care of my expenses, and I support my family by sending money through Google Pay (online). There is also an opportunity for overtime work, which will help me earn even more.

### What advice would you share with women like you looking to travel for work?

I encourage others that if you get a safe job opportunity, please travel for work. Nothing is impossible for women and girls if you want it and you are willing. All women must be independent.

### What are you hoping for you and your family in 2021?

I am looking forward to working more and earning money. I want to save more money for my family and me in 2021.



# A Story of Freedom: Prisha

**Prisha was married off at a very young age, only to be abandoned by her husband a few years later.** After he left, Prisha was forced to find work as a laborer, where she only earned 200 INR daily (less than 3 USD).

Prisha worked there for five years until she was presented with another option by a neighbor named Diya.

Diya told Prisha that she should consider moving with her to the city if she wanted to capture "higher-paying" opportunities. The higher-paying jobs would earn her a decent living and a better future. Financially destitute, Prisha agreed to travel with Diya. Little did she know that Diya was a former sex worker at the largest brothel in the heart of a red-light district. When Prisha arrived, the brothel owner forced her to become a sex worker. Prisha never imagined that this was Diya's definition of better work.

Prisha, like so many other women in her predicament, sought help from the men who frequented the brothel. Most of her requests were ignored until one of the brothel's married clients favored her and showed romantic interest. Prisha saw a glimpse of hope when he rented a house for her nearby so she could leave her job at the brothel. Eventually, his wife found out about Prisha, and he became so overwhelmed he committed suicide. With nowhere left to go and no money for rent, Prisha returned to the brothel for work.

But suddenly, her life took a turn for the better. Around this time, Prisha was connected to the Durbar Committee, an organization in West Bengal that helps survivors of sex trafficking and women in prostitution. The Durbar Committee staff told her about Nomi Network's Workforce Development Program, and she enrolled immediately. After completing her technical skills training in jewelry-making, she started making 8000 INR (112 USD) per month selling handmade jewelry items online and in the local markets! That's 40 times what she was making as a laborer before she was trafficked.

Our field staff has remained in contact with Prisha throughout the pandemic. Prisha's business, like many others, has taken a hit. But thankfully, just before COVID-19, she invested in a sewing machine, allowing her to expand her business into clothing-making petticoats, suits, and masks to sell to her local community. Today, she is healthy and grateful for the financial literacy skills she acquired at Nomi Network. Even though business is slower, she has been able to navigate the crisis and support herself through West Bengal's extended lockdowns! We have seen Prisha's life turn around for the better, and we cannot wait to see how far her entrepreneurial spirit will take her.







# 2020 Impact Numbers

Nomi Network impacted the lives of **180,675 people** through the following breakdown:

## Cambodia

### COVID-19 Impact:

**67 organizations sent 85 women** to 45.5 hours of 14 NIFT (Nomi International Fashion Training) classes

**720 jobs** were supported through NIFT

NOMI products directly supported **227 jobs with 19,698 hours of work**

**1,159 people from the garment industry** received emergency food relief

## India

### COVID-19 Impact:

**478 women** completed our Workforce Development Program training

**200 women** received legal rights training

**176,108 people** received COVID-19 health precautions from 244 women-led community outreach workers

**611 jobs** were supported through our Workforce Development Programs

**142 trainees** started small-medium enterprises (SMEs), and 270 SMEs were maintained

**50,000+ face masks** were manufactured for sale, and more than half were donated



# 2020 Outreach Highlights

## February India Vision Trip

In February 2020, Nomi Network held our first Vision Trip to India with a group of incredible supporters. During the trip, visitors participated in training sessions, shopped at small-and-medium enterprises run by beneficiaries, and heard inspiring stories from the women we serve.

When encountering the sprawling red-light districts, a hub for trafficking and home to many trainees, Gloria Dios described the experience, "The red-light district was very disturbing, but it was necessary to see. Now I understand how these women's lives might look if they weren't provided other options through Nomi Network." Witnessing the red-light districts was disheartening, yet our supporters had faith in the resilience of our trainees.

Their smiles remind us that hope and perseverance are greater than oppressive systems that try to keep them bound. With every Vision Trip, participants listen to and learn from trainees and graduates, which equips them to be champions for Nomi Network upon their return. Our Board Chair, Scott Austin, joined us and summed it up wonderfully, "The work we do as a Board is so often black and white... numbers, expansion, staffing... when you travel to India you see the work in technicolor... brilliant and beautiful."



**These programs are interrupting a vicious cycle for the generations to come. Hearing the trainees' laughter as we visited the program sites is something that I'll never forget. Each woman that I encountered was a bright light that illuminated courage and strength."**

—  
**Charlotte Frohwitter**

## HQ Virtual Events

While we were stripped from the comfort of in-person events, virtual platforms exposed us to a new world of online impact. Despite our new reality, we persevered in the fight against slavery alongside a rich community of activists and abolitionists!



## A New World of Online Advocacy

### Webinars Hosted by Nomi Network:

- Updates from India: Exclusive Live Interview with Kelly Gage and State Project Manager, Shankar Kumar
- Updates from Cambodia: COVID-19's Impact on Women in the Global Supply Chain

### Virtual Events Featuring Nomi Network:

- **The Anti-Slavery Collective in Conversation with Diana Mao.** Hosted by The Anti-Slavery Collective and HRH Princess Eugenie of York
- **Unconventional Partnerships Driving Social Impact.** Hosted by Chief and Nomi Network
- **COVID-19: Practical Innovations and Lessons Learned.** USAID-FBO Virtual Roundtable Event
- **The Impact of Fair-Trade on Human Trafficking.** Hosted By The Human Trafficking Coalition of the Palm Beaches
- **Partnerships to End Human Trafficking.** Hosted by Global Minnesota
- **Family Office Series - Making an Impact During a Pandemic.** Hosted by Association for Corporate Growth



**HRH PRINCESS MADAWI ABDULRAHMAN ALSAUD**  
OF SAUDI ARABIA

## First Virtual Gala

This year, we hosted our first-ever virtual gala on September 13th, 2020. The event's theme was "A Lineage of Hope: Re-generation," highlighting the strong and courageous women that have broken cycles of slavery and created lives full of hope and light for their children and families. The event was full of inspiring remarks from our supporters and trainees, as well as great performances and encouraging words from our partners in the fight against modern-day slavery.

We honored four outstanding individuals for their anti-trafficking work:

- **HRH Princess Madawi Abdulrahman Al Saud of Saudi Arabia** (Global Ambassador Award)
- **Allison Ausband**, Executive Sponsor for Anti-Human Trafficking, Delta Airlines (Corporate Social Responsibility Award)
- **Bella Hounakey**, Survivor Abolitionist (Abolitionist Award)
- **Earl Wong**, Investor and Advocate for Economic Empowerment (Advocacy Award)



# Supporter Spotlight

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



Donor Highlight

## LyLy Dooner-Rockwell

How did you first learn about Nomi Network?

I learned about Nomi Network from my sister, Mary Elizabeth Dooner-Walker. She was working at JP Morgan Chase. She was telling me about Nomi Network and that it was one of her favorite charities. She told me the story behind it, and I just loved the founders' inspiration.

What connects you to our mission the most?

In countries of war and civil unrest, children and women get caught up in the conflict. And if people can donate and help and lift children out of bad situations, they should. It only takes one. When people helped me, I remembered their kindness.

What does being a donor to Nomi Network mean to you?

With the help of my beautiful husband Richard, being a donor to Nomi Network gives me satisfaction that I am doing my part. I might not be able to save the world, but when I meet my Lord God one day, I can say

to Him I did my best and did not turn my back on anyone in need.

What message would you like to send along to the women you have supported?

To the ladies and young girls of Cambodia and India who are participating in the Nomi Network program: hang on, stay strong, and know you can succeed. Your past cannot dictate your future. There is always hope. I was there, and when given an opportunity, anyone can succeed if they choose to!

How has giving to Nomi Network impacted you?

Giving gave me the chance to say I am trying, and I am going to help. This is the time. The Me Too Movement is helping women worldwide, in every region, be it here in the USA, Cambodia, India, or any repressed society. I look at HER, not what she believes in (religion) or her status. I just see a woman or a young girl in need. That's all I see, HER!

Gala Sponsor Highlight

## Esther Frances

How did you first learn about Nomi Network, and what made you want to get involved?

I learned about Nomi Network in 2010 through a presentation Diana and Supei gave at the dance studio where I was working in NYC. After watching the presentation, I was astounded that so many women are still suffering from human trafficking.

What inspired you to create the Nomi Network Immersive Dance Experience?

I have always looked for ways to give back and share the joy that dancing has provided to me with others. Since the pandemic, I started conducting online lessons. When I found out about the virtual gala, I wanted to share the experience with Nomi Network's supporters.

What does being a Nomi Network supporter mean to you?

Being a Nomi Network supporter means the world to me. I truly believe if women had equal opportunities everywhere, the world would be a much better place.

What excites you most about how your proceeds will be distributed?

I feel pride in helping Nomi Network's donation base grow. I will accomplish this by contributing, in addition to the Immersive Dance Experience proceeds, a portion of online lessons booked through my website to Nomi Network.

Peer Fundraiser Highlight

## Rose and Gloria Dios

What inspired you to support us with your mask fundraiser?

We were impressed by how the Nomi Network trainees used the shutdown to sew masks in their homes and distribute them to their local communities. We had connections to tailors in Southampton who constructed masks out of designer fabrics, so we started selling them locally.

How did attending the February Vision Trip deepen your motivation to support Nomi Network?

Meeting program graduates and trainees solidified our commitment to supporting Nomi Network. We heard stories of women overcoming domestic abuse, who once had no income and no voice, but are now able to lead training programs, start businesses, and use their voices to inspire other women in their communities.

What would you tell other people about using their skills to create a fundraiser for Nomi Network?

Think of a product, service, or experience you can offer, and start there! People love buying something that goes to a good cause.

What excites you most about how your proceeds will be distributed?

We find joy in knowing that it's going to women that will truly benefit from it. A seemingly small amount of money for us can go a long way there!





Foundation Highlight

Vivian Long

Long Family Foundation



How did you first learn about Nomi Network?

We first learned about Nomi Network when Diana and Alissa (two of Nomi Network's three co-founders) were fellows in Praxis' Nonprofit Accelerator program. Their presentation made a lasting impact on us; it was clear from just a five-minute pitch how much Diana and Alissa care for the women they serve in Cambodia and India, and how much their hearts yearned to expand their work and bring restoration to survivors of sexual violence.

What connects you and the Long Family Foundation to our mission the most?

Three of the LFF Board members traveled to Nomi Network's Phnom Penh headquarters in November 2018. Meeting the dedicated team there and visiting many of the partners who benefited from Nomi Network's curriculum and training, was a meaningful and unforgettable experience. Our time in Phnom Penh gave us context and greater understanding of the unique opportunities and challenges faced by the people there and helps us feel more connected to Nomi Network's work.

What does being a Nomi Network supporter mean to you?

We are humbled to uplift and support the Nomi Network team's tireless efforts to bring dignity, joy, and economic empowerment to women and girls in Cambodia, India, and now the United States. We are incredibly grateful to Nomi Network for creating community and pathways to safe and sustainable employment for women and girls, and joyfully contribute to their work.

What message would you like to send along to the women you have supported?

You are treasured, valuable, and loved!

How has supporting Nomi Network impacted you?

Although we had the chance to visit Phnom Penh once, our primary interaction with the Nomi Network team is with their US-based staff. Every time we communicate with a Nomi Network team member, we're struck by their sincere and heartfelt desire to see more vulnerable women break the bonds of slavery through employment and economic empowerment.

2020 Financials →

Revenue

\$2,576,545



Expenses

\$2,009,103

\* Unaudited financial report as of 1/31/21. Please inquire to receive the most recent audited financial report.



# 2020 Donors

\* This is a list of donors who gave \$1,000+, but we are grateful for each and every one of our incredible donors.

## Individuals

Albert Lam	Donna Tobin & Jon Diamond
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Alysia Tsuyuki	Elizabeth & Jo Tango
Amy Batchelor & Bradley Feld	Elizabeth Brandel
Anbinh Phan	Elizabeth Camacho
Andrea & Eugene Beidl	Elizabeth Mosqueira
Angela Huang & Geo Chen	Elizabeth Temple
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The Tango Family Charitable Fund  
The Adair Foundation

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Vista Hermosa Foundation  
Vodafone Americas Foundation

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MIGMIR Fund  
Stenkirke Family Foundation

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Long Family Foundation  
Moody Foundation  
The Curtis Carlson Family Foundation

### \$500,000+

The PIMCO Foundation  
Global Fund to End Modern Slavery (GFEMS)



# Our Team

## Nomi Network USA

**Diana Mao**  
President & Co-founder

**Maria Blackburn**  
Strategic Partnerships Manager

**Princy Prasad**  
Program Analyst

**Jesse Cherry**  
Operations Associate

**Supeil Liu**  
VP of Global Initiatives & Co-founder

**Kelly Gage**  
Director of Advancement

**Kristin Bruce**  
Communications Associate

**Jessica Pham Warner**  
Director of Operations

**Alisa Hardison**  
Development Associate

**Jennifer Tsui**  
Development Admin

## Field Leadership

**Hom But**  
Cambodia Managing Director

**Henry Kathan**  
India Country Director

**Anu Thomas**  
Regional Training Head

## Board of Directors

Scott Austin, Board Chair  
Nancy Grunberg  
Elizabeth Brandel

Lisa Mantil  
Patrick Gage  
George K. Ross

Christian Smith  
Donna Tobin  
Wendy Soderquist Togami

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Ashley Hofkens, Co-chair  
Breann Thomas, Co-chair  
Anna Zhang  
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Esther Frances  
Hannah Chang  
Janel Koloski

Kaleigh Wilkinson  
Madison Palen-Michel Cline  
Sheetal Nayyar  
Shivangi Khanna

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Breana Teubner  
Carina Reyes  
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Denise Gitsham Jones  
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Tizia-Charlotte Frohwitter  
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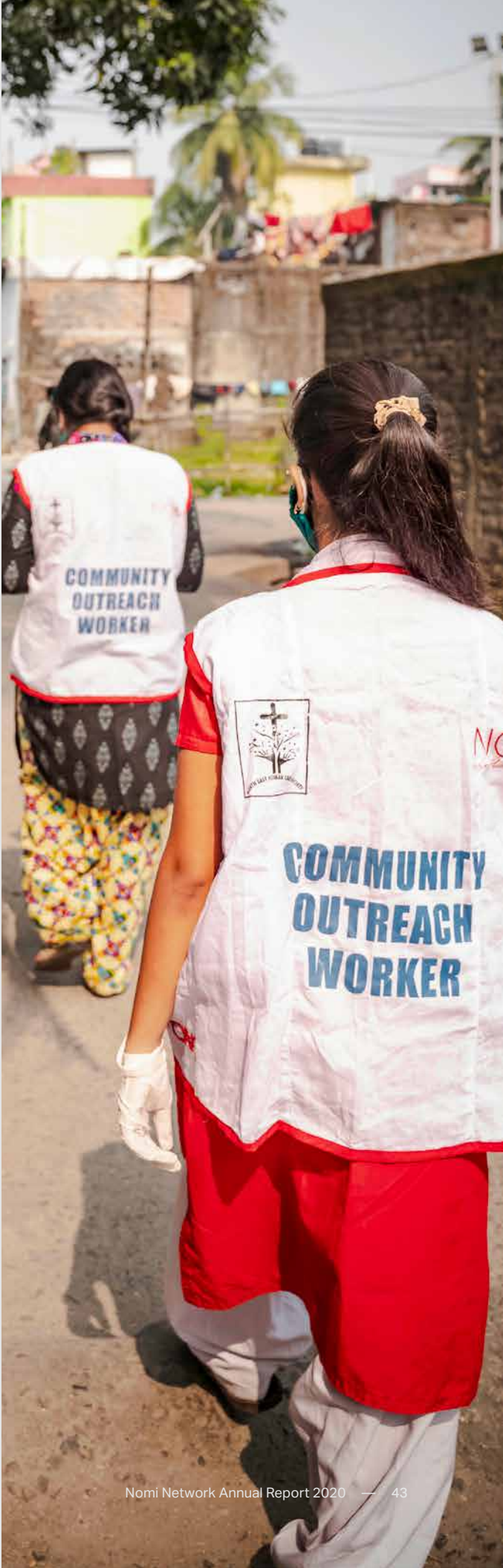
Alesse & Melissa Bloom  
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Meag Threadgill  
Nicola Peluso  
Peter Kim  
Rachael Melot  
Rema & Joshua Cheng  
Ruth Diaz Lopez

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