

Our vision is a world where every woman and girl can know her full potential.

Nomi Network aims to end human trafficking by creating pathways to safe employment, empowering women and girls to break cycles of exploitation in their families and communities.



Dear Solidarity Partner,

In our fourteenth year, Nomi Network continues its commitment to providing crucial support and opportunities for survivors and women at risk of human trafficking. In a world grappling with the grim reality of 50 million people being trafficked globally, one million of whom are in the United States, Nomi Network remains a steady presence in the lives of women and girls.

Amid the challenges, there are inspiring stories of resilience. Aashvi from India, who graduated from our program, now runs her own jewelry business and coaches other women to do the same. Sokha in Cambodia is a trainee-turned-mentor, sharing her work experience abroad to guide other women on safe migration and to teach them how not to fall prey to traffickers. Brenda, a justice-impacted youth trainee in Dallas, has stepped forward to mentor other girls exiting the juvenile detention system.

These stories represent a fraction of Nomi Network's impact in 2023—a year that saw women gain skills, economic mobility, and the confidence to contribute positively to their communities. Nomi Network maintains its focus on under-resourced regions plagued by human trafficking, aiming to break the cycle for women like Aashvi, Sokha, and Brenda.

Scientifically, nothing surpasses the speed of light. Thanks to these leading lights, I envision a world where every woman realizes her full potential, breaking free from societal constraints. With your unwavering support, our global team achieved significant milestones, including:

- Training over 1,100 women for jobs and internships and reaching 25,017 women and girls through workforce, empowerment, and outreach programs.
- Expanding our program at the Dallas County Letot Center, where we exposed 113 youths to new career pathways to prevent recidivism.
- Hosting the Corporate Summit in Dallas, where we united Fortune 500 corporations to create social impact.
- Publishing the National Economic Justice Report: Beyond Workforce Development for Survivors of Trafficking.

The realization of these victories is attributed to the strength of the "Network" supporting Nomi Network: YOU. Your support uplifts my team and the clients we aid. Thank you for uniting in the movement to illuminate and dispel darkness worldwide.

In solidarity and light,

Diana Mao





nominetwork.org

2023 Impact

1,138
women in workforce

development programs in India and Cambodia



25,017

people reached through our workforce, empowerment, and outreach programs



785

women attained, retained, or improved employment globally **578** adolescent girls served in India

113

youths exposed to new career pathways in Dallas

What is human trafficking?



According to a 2022 Walk Free report, 49.6 million people are currently living in situations of modern slavery. The United Nations defines human trafficking as the exploitation of people for profit, using force, fraud, or deception to recruit, transport, transfer, harbor, or receive them.

Human trafficking is a \$245 billion industry.³ Similar to any lucrative enterprise, human trafficking thrives on the interplay between supply and demand. As the demand for cheap labor or commercial sex surpasses the existing supply, primarily comprising trafficked individuals, the risk of exploitation expands to encompass even more vulnerable communities.

The manifestations of human trafficking include bonded labor, domestic servitude, commercial sexual exploitation (CSE), child labor, and forced marriage.

Who Is Vulnerable to Human Trafficking? While trafficking can afflict anyone across communities, evidence shows that traffickers exploit vulnerabilities rather than targeting specific individuals. In our work, we've seen that

poverty and economic marginalization are the root causes of these vulnerabilities. Economic marginalization refers to the systems and conditions that hinder individuals from contributing to and benefiting equitably from the global economy.

Traffickers manipulate their victims, peddling false assurances of love, lucrative salaries, or stable lifestyles to lure them into a life of exploitation.

\$245 billion

is greater than the combined profits of Disney, PepsiCo, McDonald's, and Coca-Cola in 2023.⁴⁻⁷

Specific vulnerabilities vary by region and demographic. These vulnerabilities include societal inequities, historical oppression, lack of education or access to gainful employment, involvement in the juvenile justice or child welfare system, homelessness, history of trauma and abuse, mass displacement, immigration, and discrimination.

80%

of those experiencing commercial sexual exploitation worldwide are women and girls.¹ 66%

of those forced into early marriage worldwide are female.¹ 64%

of US victims are experiencing homelessness when recruited into a trafficking situation.8 95%

of sex trafficking victims in North America are female.⁹

We work in regions where women and girls confront the highest risks of trafficking and experience the most substantial barriers to employment.

Our initiatives are active in:



India is home to the world's largest population of modern-day enslaved people, estimated to be over 11 million. As of 2023, nearly one in four girls in India (23%) were married or in union before their 18th birthday. Nomi Network serves 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 communities we serve are adjacent to major trafficking routes and red-light districts, putting them at risk for CSE and forced marriages.

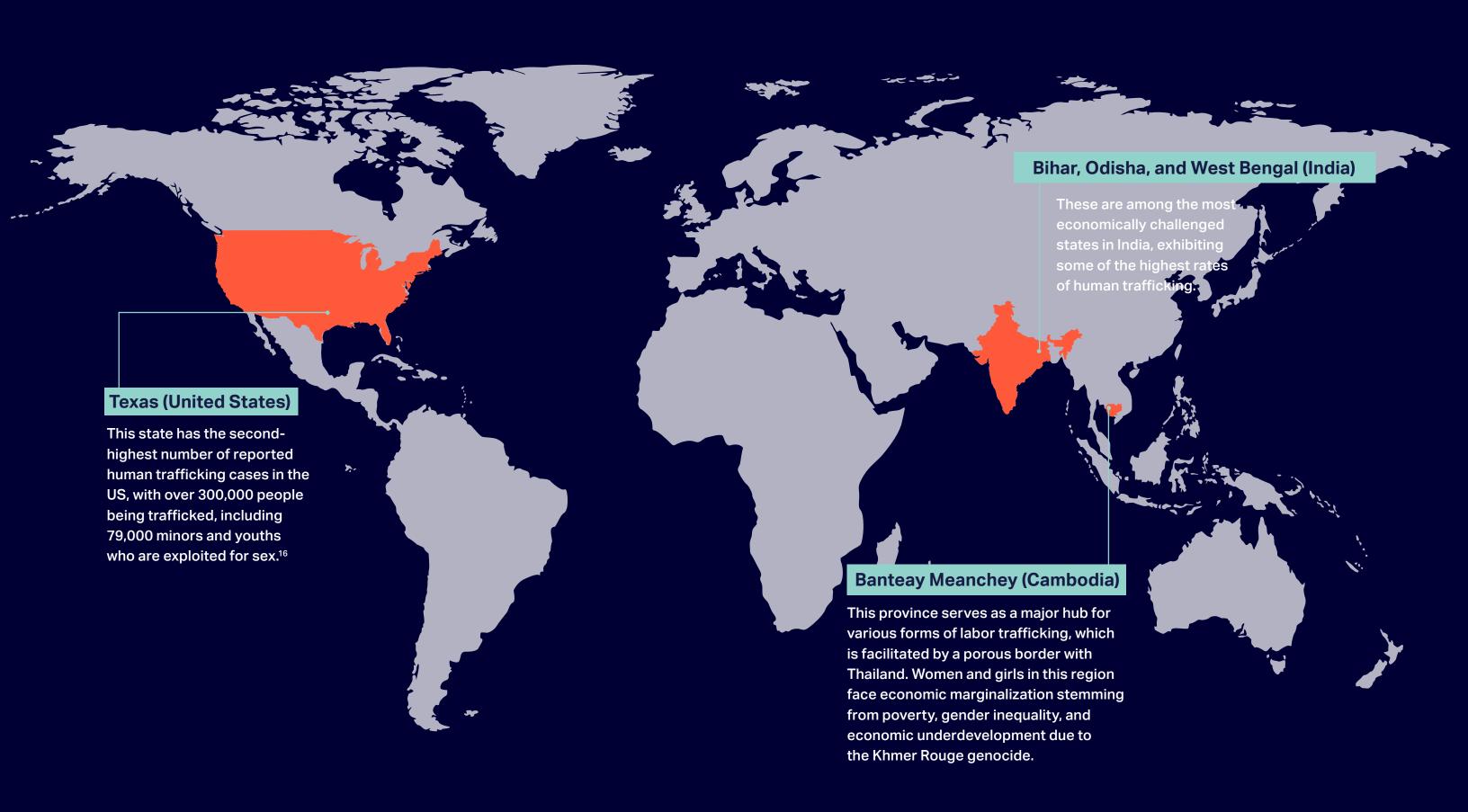


Cambodia is a hotspot for commercial sex and forced labor, child labor, and sex tourism. Poverty and a lack of education opportunities for both urban and rural families cause 55% of teenagers to drop out of school by age 17, heightening vulnerability to trafficking. 12 Trafficking occurs in all 25 provinces and often goes unreported and unprosecuted. Women and girls who relocate to the cities to find work are often exploited in brothels, massage parlors, salons, karaoke bars, retail spaces, and foreign-owned casinos. Demand for child sex trafficking comes primarily from Cambodian men, but tourists fuel demand for child sex tourism. Children in urban areas who are left behind by families traveling abroad for work are especially susceptible to forced labor and sex trafficking. 13

USA

In the United States, there are over one million people experiencing human trafficking, a reality often overlooked.¹⁴ The vulnerabilities of these individuals stem from intricate socioeconomic factors, including economic disparity, poverty, and limited access to education and secure employment. Those grappling with abuse, substance abuse, insecure immigration status, or criminal justice or foster care system involvement are at an elevated risk. Nomi Network currently works with marginalized youths within the US juvenile justice system—many of whom are survivors or at high risk of CSE. Alarmingly, 42% of youths in juvenile justice placement are Black, despite Black Americans constituting only 15% of all youths in the United States.¹⁵

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10 Nomi Network Annual Report 2023 nominetwork.org







Nomi Network's Approach



Fuel confidence and agency

- Affirmation-centered training to build confidence and leadership skills
- Education on human trafficking and risks
- Gender, child, and legal rights training
- Internet safety training
- Financial literacy training



Address barriers to work

- · Life skills and technical skills training
- Job readiness skills training (interviewing, resume-building, application process)
- Career support for clients with criminal backgrounds
- Resource coordination (bank accounts, IDs, transportation, childcare services)
- Support with completing secondary education or obtaining higher education



Build a network of safety and support

- Cohort-based learning to build trust and camaraderie
- Case management and follow-up from Nomi Network staff to ensure long-term success



Facilitate job placement and retention

- Mentorship and career planning
- Partnership with employers to create job opportunities and facilitate job placement
- Provision of funds and support for small business start-up and expansion
- Follow-up to support job retention and upward mobility

Long-term outcomes include:



Women achieving economic agency and mobility



Reduction in trafficking vulnerability and broken cycles of poverty and exploitation



Increased gender equity as women and girls become leaders in their families, communities, and workplaces

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Fuel confidence and agency

We believe empowerment starts from within. Many of our clients are survivors of trafficking and other forms of exploitation. They are psychologically impacted by poverty, experiences of trauma themselves or in their community, and lack of access to education and safe employment. Their self-esteem makes economic advancement seem out of reach. Before connecting clients with jobs or support to start a business, we provide affirmation-centered and trauma-informed training in self-confidence, life skills, social and emotional intelligence, and public speaking—all in a supportive and safe environment.

P Bihar, India

Sadhika Breaks Generational Cycles of Exploitation in Her Family

When Sadhika was only six years old, her life took a challenging turn. Her father remarried, leaving her mother to single-handedly raise her and her six siblings amid overwhelming financial insecurity. Faced with limited options, Sadhika's mother turned to sex work to provide for her children, a path Sadhika and her younger siblings reluctantly followed due to the scarcity of education and visible job opportunities in their community.

As her brothers formed their own families, they offered no financial support to their mother or sisters, compelling Sadhika to take on the responsibility. Determined to break free from the cycle of sex work, Sadhika joined our program in September 2021. Completing workforce training, she received support from our field staff to open her own grocery store. Today, her store is still going strong, and Sadhika is grateful for the opportunity to provide for herself and her loved ones through a path of her choosing. With aspirations to expand her business, Sadhika aims to be a beacon of inspiration for younger women in her community.



West Bengal, India

Mukti Shifts Her Family's Perspectives on Female Entrepreneurship

Post-marriage, Mukti never wavered in her commitment to support her parents and younger siblings, and her husband was supportive. She was determined to launch a business and contribute to both households. Still, she hesitated to seek other streams of income. In addition to lacking direction on how to start, cultural norms hold that men must be the sole breadwinners and decision-makers. Furthermore, Mukti's in-laws insisted on confining her to domestic roles. In a country where only 23.97% of women participate in the workforce, such beliefs impede upward mobility, leaving women economically vulnerable and overly dependent.¹⁷

With business coaching and start-up capital provided by Nomi Network, Mukti established a thriving clothing and tailoring business earning 15,000 to 20,000 rupees monthly—a significant income for her region. Her success transformed familial attitudes, earning Mukti admiration from once-skeptical in-laws who now praise her business acumen, stating, "What my son could not do, my daughter-in-law can." Mukti's husband now assists her, and she remains determined to expand her business, providing further support to her family and loved ones.



Mukti's in-laws



Texas, USA

Katrina Starts Her Financial Literacy Journey

Katrina is a Black, justice-involved youth whose family history of trauma and substance abuse increases the likelihood of her experiencing economic vulnerability. Raised in an area where systemic inequalities perpetuate this vulnerability, Katrina joined Nomi Network's Youth Workforce Development program, where she participated in a four-part financial empowerment series hosted by one of our partners, Chase Bank.

With aspirations for college and medical school, Katrina recognized the importance of a savings plan. By the end of the program, she learned banking essentials like how to open various accounts, and she crafted a savings plan using the 60/30/10 budget rule. Katrina summarizes her journey, saying, "I learned how to set goals, open a savings account, save money, and why it's important. I also learned how to create and use SMART goals in my real life." When youths in marginalized communities have access to financial education, they can set themselves up for success.

Address barriers to work

While many women face some form of inequality in the workplace, trafficking survivors and women from economically marginalized backgrounds face the toughest barriers to sustained employment. Through technical and job readiness skills training, career support, and resource coordination, we equip women and girls in our programs to thrive in the global workforce and break generational cycles of poverty and exploitation.

Texas, USA

Zoe Discovers the Tech World

Our Youth Workforce Development Program in Dallas collaborated with Compudopt, a local nonprofit committed to providing technology access and education for under-resourced youths and communities. In this partnership, the youths we serve at a juvenile treatment center delved into diverse computer applications and showed their new skills through independent projects.

One of the youths is Zoe, an Afro-Latina confronting educational gaps and economic vulnerability. Initially aspiring to become a teacher, Zoe's perspective shifted after enrolling in our program and connecting with Compudopt. Our staff watched Zoe's passion for tech grow as she learned about software programs such as GIMP for photo editing, Blender for animation, and Python for coding. Upon completing the program, Compudopt generously provided Zoe and her peers with free laptops, accessories, and two years of tech support.

Compudopt instructors underscored the inevitability of failure while working in the tech industry but emphasized the unparalleled rewards of success. Zoe, initially uncertain about tech, now envisions a future as a "white hat hacker" and plans to pursue a cybersecurity certification or a degree, shifting away from her initial aspiration for education. Regardless of her chosen path, witnessing Zoe's newfound skills and expanded horizons brings us immense joy.



📍 Odisha, India

Teenage Aparna Secures Tech Internship, Earning Over Half of Her Father's Government Job Income

Aparna, despite being enrolled in high school when she joined our Adolescent Girls Empowerment Program (AGEP), faced an elevated risk of commercial sex exploitation due to her proximity to a prominent red-light district and her family's impoverished circumstances.

Participating in AGEP, Aparna gained knowledge about children's and women's rights, financial literacy, and workplace etiquette. Aparna became an advocate for change, encouraging two other girls from her community to join the program.

Acknowledging Aparna's natural leadership, our staff appointed her as a peer leader. In a cohort of 25 girls selected for vocational training in computer courses, Aparna distinguished herself with a high score, securing a part-time internship as a computer facilitator with a monthly salary of 5,000 rupees—surpassing half of what her father earns in his government job. Despite her age, Aparna is challenging prevailing cultural norms of gender inequity within her household and community.



📍 Banteay Meanchey, Cambodia

Chariya Lands Her First Real Job

Financial struggles have always loomed over Chariya. Her education was abruptly halted in eleventh grade due to a severe illness in 2019, leading to a month-long hospitalization. Despite the setback, Chariya, now a single mother, was responsible for raising her two-year-old daughter. To make ends meet, Chariya ventured to Thailand to find work after giving birth. After struggling to find a job, she had no options other than helping her family

with household chores and rice farming, which left her unhappy and unfulfilled.

After joining our program, Chariya specialized in sewing machine operation and completed a 15-day program at the Cambodian Garment Training Institute, a Nomi Network partner. Overcoming emotional challenges, she secured a position at a Toyota spare part manufacturer, where she excelled and earned a promotion, increasing her monthly income so she can better support her family.

Build a network of safety and support

Eradicating human trafficking takes a network. While clients are provided with initial life, technical, and job readiness skills to land safe jobs, it takes supportive personal and professional networks to help them retain these opportunities, launch businesses, and advance in the workforce. Through our cohort program model, case management services, staff follow-up, and work exposure events, we build a network of safety and support for each client.



P Banteay Meanchey, Cambodia

Sela Nearly Doubles Her Poultry Farm Profits, Garnering Support from Her Husband

Sela raised chickens naturally for almost 20 years before joining our workforce program in Banteay Meachey Province, Cambodia. Before the program, Sela made around \$60 per month. Within three months after joining, her earnings increased to \$100 per month.

Having grown up in a community where it's unusual for women to pursue higher education and being equipped with only a primary school background, Sela depends primarily on farming to sustain herself. Before joining the Workforce Development Program, business growth was out of reach for Sela. There were times when she could barely afford seed to feed her chickens or fertilizer for her paddy rice field. Sela has enhanced her poultry care skills post-program, reducing maturation time from five to three and a half months. Now that her chickens mature faster, Sela can sell them earlier. With around 100 chickens, she aims to build another coop to house her growing poultry farm, supported by her husband.

Women in our programs see Sela as a role model for poultry farming. As more women like her gain economic empowerment, gender equity rises, reducing vulnerabilities to human trafficking.

Texas, USA

Dallas Youths Leave Local Hair Salon with Broadened Networks, Fresh Cuts, and Newfound Confidence

In collaboration with Crecer Dallas, a transformative Latina-owned salon, Nomi Network brought eight youths on an inspiring journey, starting with a salon tour and panel talk where hairstylists shared inspiring stories about what led them into the world of hair. The engaged youths actively sought insights into the industry and uncovered the potential barriers they might face.

The session then transitioned into a transformative experience where dreams were brought to life in each makeover. Discussions on mental health and self-care ensued, and the youths covered the salon mirrors with affirmations that they would internalize for daily empowerment.

As the session wrapped up, each youth left with more than just a goody bag and a fresh haircut—they carried an aura of newfound confidence. One takeaway noted was that "you don't have to be perfect to do what you love." Some left inspired to run their own businesses. The stylists, equally touched, suggested repeating the event throughout the year. Some even offered ongoing free services to the youths they styled.

This event was a day where scissors and shared dreams created a community. Beyond hairstyling, the day celebrated possibilities, fostering confidence, aspirations, and lasting bonds, and aiding girls on their path to sustainable employment.

You don't have to be perfect to do what you love.

Hairstylist panelist in association with Crecer Dallas

Odisha, India

Adithi Re-Enrolls in the Tenth Grade

In India, where nearly one in four girls marry before 18, we met Adithi, who was recently forced to drop out of school due to her father's poverty level.11 In Adithi's region of Bhubaneswar, Odisha, single-earning homes like hers struggle to put their children through school. This is especially true for girls, who are often forced to marry early and become targets for traffickers. Witnessing her sister's early marriage, Adithi feared a similar fate. Upon joining our Adolescent Girls Empowerment Program, Adithi expressed her desire to return to school. Our staff engaged with her teachers and parents to facilitate her re-enrollment in the tenth grade. Alongside her studies, Adithi is now honing her computer skills through our digital vocational training, and she is radiating confidence and optimism about her future.



Facilitate job placement and retention

When women become economically empowered, they catalyze ripple effects of freedom. Beyond providing workforce development, Nomi Network exists to empower marginalized women and girls to rise as leaders and change-makers in their own communities. This starts with job placement and retention. We help clients sustain job placements or small business start-ups through mentorship, career planning, and entrepreneurship support.

Banteay Meanchey, Cambodia

Daevy Receives Her First Promotion, Investing in Business Ventures to Support Her Family

In Cambodia, 55% of teens drop out of school by the age of 17, making them more susceptible to trafficking and exploitation. This rang true for Daevy, who was forced to stop her education in twelfth grade due to her family's poverty level. However, Daevy's life took a turn when she began our Workforce Development Program. Enrolled by her excited parents, Daevy took advanced sewing skills training to give herself an employable skill-set. She sought guidance from her Nomi Network trainer and successfully secured a position at a local car manufacturer in Poipet. With her new salary, Daevy allocated part of her earnings toward a pig farm venture to provide even more income for her family.

Daevy's success inspires others in her village, shifting their perspectives from seeking illegal work in Thailand to pursuing opportunities within local businesses and factories. Due to her strong performance, Daevy was promoted to an operator position. She shared, "I will soon save some funds in my bank account for necessities like healthcare, clothing, and food. I also hope to help my mother open a crockery shop in our village." We can't wait to see Daevy's continued journey of freedom and all the lives it will touch.



West Bengal, India

Samira Enrolls Her Youngest Daughter in College, Breaking Cycles of Early Marriage

As a mother of two, Samira wanted to provide her daughters the best life possible. After her oldest daughter eloped at a young age, Samira feared her younger daughter would do the same. Samira hopes for her younger daughter to be able to focus on her education and develop the skills she needs to stand on her own feet.

Samira's husband works as an e-rickshaw driver, but their family was not well supported by his income alone. Samira wanted to do more to support her family but lacked resources. When Samira learned of Nomi Network's skills training, she eagerly applied herself, hoping to find a job to bring greater stability to her household.



After completing the training, Samira was able to secure a job at a Honda car showroom, where she earns a competitive salary. Utilizing her earnings, Samira successfully funded her younger daughter's college enrollment. This milestone is deeply meaningful to Samira, and she is very happy to see her daughter on the path to economic independence.

Bihar, India

Inaya's Tailoring Business Earnings Fuel Her Passion for Teaching Economically Vulnerable Children in Her Neighborhood

At the age of 13, Inaya married her 30-year-old husband. Although child brides are not usually allowed to complete their education, Inaya received a secondary education after marriage. Inaya aspired to be a teacher, vowing never to let others face the same challenges that she endured through child marriage.

During her time in the Nomi Network Workforce Development Program, Inaya honed her tailoring skills with the guidance of a mentor from her community. Taking the entrepreneurial route, she set up her own shop, which has become highly profitable. This success has not only allowed her to make substantial investments in her family but also enabled her to open a school for economically vulnerable children in her neighborhood. She charges the parents a low and affordable tuition rate and finds deep purpose in her work. Along the way, she has learned what motherhood means to her: the act of caring for and loving another person.

Nomi Network Collaborates on National Economic Justice Report:

Beyond Workforce Development for Survivors of Trafficking

Corporate diversity, equity, and inclusion (DEI) initiatives have gained attention in recent years, but do these practices meet the needs of survivors of human trafficking? According to the *National Economic Justice Report*, survivors still face significant barriers to sustainable career opportunities, particularly in the private sector.

In January, Nomi Network contributed to the *National Economic Justice Report:* Beyond Workforce Development for Survivors of Trafficking. The report was a collaboration between anti-trafficking leaders, researchers, and survivor leaders who compiled the experiences of over 100 survivors in the workforce, exploring how companies can become more trauma-informed to support survivors' upward mobility and career development.

Report Contributors

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Reviewer:

Cynthia Luvlee

President/Chief Visionary Officer

Shyne



To read the report, visit:

https://nominetwork.org/national-economic-justice-report/

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Nomi Network Corporate Summit: Bold Investments in Workforce Development and **Social Impact** omi Network Annual Report

In recent years, the number of people subjected to trafficking globally has increased from 40.3 million to 50 million.¹

Survivors of trafficking face compounded challenges, exacerbated by workplace barriers, gender pay gaps, limited career advancement opportunities, and a lack of professional networks.

In the fall, we hosted our Corporate Summit: Bold Investments in Workforce Development and Social Impact. For our second annual summit, we brought together corporate leaders, investors, and survivor advocates who have made the bold investments necessary to decrease economic disparity. Speakers from an array of compa-

nies, including Meta, Patagonia, Comerica, Wells Fargo, JCPenney, and Walmart Center for Race Equity, among others, shared their insights. Discussions explored tactics for eliminating human trafficking in supply chains, expanding DEI initiatives, and creating greater access so individuals from disadvantaged backgrounds can thrive in the workforce.

I left the Nomi Network Corporate Summit impressed with their mission, especially the transforming impact on the lives of women around the globe.

Michael Okoroafor,
McCormick and Company

Nomi Network has been invited to join the UN Global Compact, the world's largest corporate social responsibility initiative. We look forward to galvanizing support among corporations and C-suite leaders to advance workforce development for survivors and women at risk of human trafficking.

Nomi Network Corporate Summit: Bold Investments in Workforce Development and Social Impact

2023 Panel Conversations

The Next Wave of Social **Impact Investing**

Moderator:

Tanya Sanders, Head of Wells Fargo Auto, Wells Fargo

Elizabeth Carlock Phillips, Executive Director, Phillips Foundation

Teresa Wells, Managing Director, AlTi Tiedemann Global

Shaun Morgan, Director of Education, Eventide Sana Hussain, Director of Corporate Partnerships, Raise for Good

Bold Business Moves: Leading Lights in Social Impact

Moderator:

Adam Gordon, Executive Director, UN Global Compact Network USA

Marvin Carr, Director, Center for Racial Equity, Walmart.org

Katherine Shappley, Former VP of Commerce Business Group and Head of Office Austin, Meta Ann Tracy, Chief Sustainability Officer, Colgate-Palmolive

Closing Wealth Gaps: Innovations in Global Supply Chain

Moderator:

Sonakshi Kapoor, ESG Legal Associate, DLA Piper LLP

Sarah Hayes, Director of Material Development, Patagonia

Supei Liu, VP of Innovation and Expansion, Co-Founder, Nomi Network

Anant Ahuja, Head, Organizational Development, Shahi Exports; CEO + Co-Founder, Good **Business Lab**

Wayne Milano, SVP of Global Sourcing and Product Development, JCPenney

Beyond Surviving: How Companies Can Help Survivors Access Capital and Build Wealth

Moderator:

Janet Jensen, Founder, The Jensen Project

Kathy Givens, Co-founder, Twelve 11 Partners Yevette "Vette" Christy, Founder, The Reclamation Project

Suleman Masood, Council Member, The United States Advisory Council on Human Trafficking

Meet Our 2023 Featured Speakers and Co-Chairs:

Keynote:

Michael Okoroafor, PhD, Chief Sustainability Officer, McCormick and Company

Co-Chairs:

Wendy Bridges, EVP, Corporate Responsibility, Comerica Bank

Martina McIsaac, EVP and Chief Operating Officer, MSC Industrial Supply Co.

Gavin Power, EVP, Chief of Sustainable Development, PIMCO



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Zegar **Family** Fund

























Margo & Paul J. Hooker

Nomi Network Annual Report 2023

Strength is found in collaboration and partnership.





Eradicating human trafficking takes a network.

Our network, which includes program partners, job creation collaborators, survivor leaders, and donors, helps us create safe employment pathways for those most vulnerable to trafficking.



Hear from our community of partners.

Nomi Network offers mentorship, resources, and hope for the youth in our communities. JPMorgan Chase has collaborated with the nonprofit since 2022 through mentorship support and financial education within the Dallas County Juvenile Detention system. Together, we are making a difference for young people and helping create pathways to long-term, healthy employment."

Maria Hazan-Cohen, JPMorgan Chase

Orchid Giving Circle is honored to support Diana Mao with our Leadership Grant. We commend Diana and the amazing Nomi Network team for the organization's vital work in alleviating modern-day slavery."

Mylinh Luong, Orchard Giving Circle

With its mission of ending human trafficking and modern-day slavery by educating and empowering disadvantaged women around the world, Nomi Network is paving the way for a better and brighter future. Through its programs, Nomi Network has provided countless women with the opportunity to change their lives for the better and become the writers of their own destinies. I am proud to support and be part of this organization that enables women to take control of their lives, gain self-confidence, and rebuild their sense of self-worth."

Anna Zhang, KKR

I am so inspired by how Nomi Network operates with integrity, faith, and follow-through. To see the staff 'walk their talk' and build a culture of empowerment, hope, and vision sets a new standard for non-profit leadership. Nomi Network has consistently encouraged me as a donor, prayer partner, and friend to believe that good can increase even in the darkest places. It's an honor to journey with the team in believing for greater levels of freedom to abound!"

Kate Gardner, Ascendants Podcast

We can't go at it alone. What I love about Nomi Network is that they know how to connect people, communities, and those with influence. We all feel empowered to do more after being touched by Nomi Network's efforts. I connected with others at the Corporate Summit this past fall and left excited to continue the critical work at hand. Seeing the Youth Workforce Development Program firsthand left me feeling hopeful as I saw tangible ways that Nomi Network is reducing recidivism among this population and truly filling gaps in continuity of care."

Dr. Santhosh Paulus, Northwell Health

Nomi Network's mission to break intergenerational and intercommunal cycles reminds me that to break those cycles, we must build pathways free of harm. Providing onramps to opportunity away from harm is my life's mission, and supporting Nomi Network's work is an important part of that."

Dr. Marvin D. Carr, Walmart Center for Racial Equity

Nomi Network Annual Report 2023

2023 Financials

Revenue \$4,260,357

Expenses

\$4,015,327

* Based on unaudited financial report as of January 31, 2024. Please inquire to receive the most recent audited financial report.

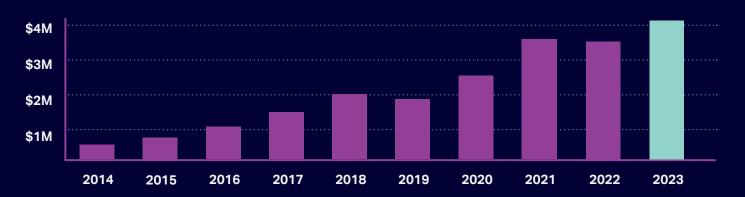
Liabilities and Net Assets

	2023	2022
Total Liabilities	\$428,930	\$122,182
Total Net Assets	\$3,835,242	\$3,574,247
Total Assets	\$4,264,172	\$3,696,429

Net Asset Breakdown

	2023	2022
Unrestricted	\$1,130,081	\$1,470,370
Temp. Restricted	\$2,460,131	\$1,635,105
Net Income	\$245,030	\$468,773
Total Net Assets	\$3,835,242	\$3,574,247

Financial Growth





Global Leadership Staff

Diana Mao

Co-founder and President

Supei Liu

Co-founder and VP of Innovation and Expansion

Jessica Pham

VP of Global Operations

Kelly Gage

Director of Advancement

Ishrat Jahan

Director of International Programs

Teneshia Morgan

Director of US Programs

Corinne Powell

Director of Global HR

Board of Directors

Scott Austin

Board Chair

Bella Hounakey

Christian Smith

Elizabeth Brandel

George K. Ross

Jonathan Lee

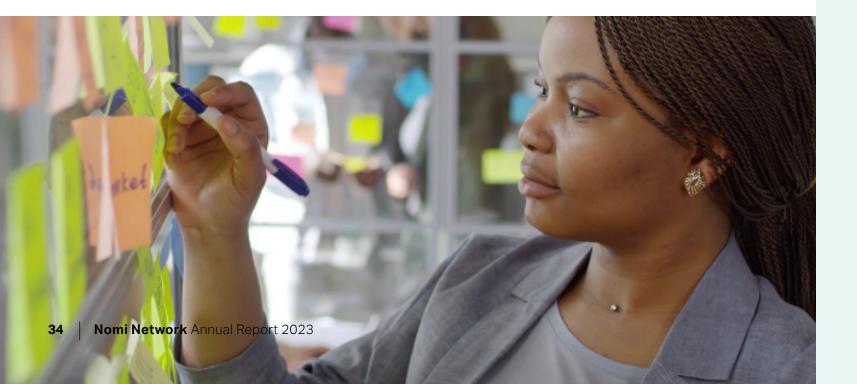
Lisa Mantil

Mangala Ananthanarayanan

Nancy Grunberg

Wendy Bridges

Wendy Soderquist Togami



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