



Tips for Survivor Leaders Working in the Anti-Trafficking Movement

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- **Establish a speaking fee.**
Build in the cost of self-care. Think about time commitment needed. Think about your financial needs, what stage the organization is at, their financial situation. List out why you are charging a certain amount. Ask what people in similar situations get paid.
- **Identify your boundaries and stick to them.**
Don't feel obligated to speak/not speak or work on Task Forces/anti-trafficking initiative.
- **Minimize doing free work and sharing stories when it feels exploitative.**
Have clear criteria for doing non-paid work. Consider having a sliding scale.
- **Trust yourself when deciding who you want to work with/for.**
- **Expect people to be uneducated or misinformed.**
Assert yourself. Be clear about your expectations for them. Gently correct people when they say something wrong. Expect naïve questions. Expect invasive questions. Know what you are willing to share.
- **Identify self-care prior to work responsibilities.**
Examples: therapy, yoga, taking a walk, manicure/pedicure, go to the movies, go to the bar, go to nature, spend time with friends, watch tv.
- **Do something nice for yourself that takes your mind off of work.**
- **Don't get overwhelmed with going to only trafficking-related work events.**
Allow yourself time for other things in your life. At conferences, carve out time to get out of the hotel and sight see.
- **Don't let others pressure you.**
Remind people to respect your personal space. Name what you are and are not comfortable with. Say this at the beginning and at the end of a speech.
- **Be prepared for other people to disclose their own traumas with you.**
Redirect them to talk to a provider or mention other groups.
- **Be aware of how you might get triggered when negotiating speaking/consulting fees.**
- **Be aware of where your peers are at in their healing process, and the ways that are safe for you to be in relation with them.**

You have the right to excuse yourself at any event you have committed to. If it's unbearable, it's ok to excuse yourself. Know that your knowledge is golden. Share what you know and don't be afraid to hear your own voice, even when you're shaking.