

Institution: University of Nottingham		
Unit of Assessment: UoA25 Area Studies		
Title of case study: Ensuring that Modern Slavery Survivor Voices Shape Antislavery Action		
Period when the underpinning research was undertaken: 2012-2020		
Details of staff conducting the underpinning research from the submitting unit:		
Name(s): Zoe Trodd	Role(s) (e.g. job title): Professor of American Literature	Period(s) employed by submitting HEI: 1.07.2012 to date
Period when the claimed impact occurred: 2016-2020		
Is this case study continued from a case study submitted in 2014? N		
<p>1. Summary of the impact</p> <p>As a global community of NGOs, policymakers, businesses and modern slavery survivors work to achieve the United Nations (UN) Sustainable Development Goal (SDG 8.7) of ending modern slavery by 2030, Trodd's research puts modern slavery survivor voices at the heart of antislavery efforts. The result has been improvements in the quality of antislavery policies and practices. For example, Trodd's research has shaped the recommendations of the UN Special Rapporteur on Contemporary Forms of Slavery at the inter-governmental level; the strategies and programmes of multiple NGOs; and the national policies and frameworks of the UK Home Office and the Care Quality Commission. The three key impacts have been to i) establish the policy value of survivor narratives with key stakeholders; ii) influence policymaking and iii) achieve changes in NGO practice including support for the development of the first survivor-led NGO that empowers survivors to be antislavery leaders.</p>		
<p>2. Underpinning research</p> <p>As part of an AHRC-funded project (6), Trodd's research focused on the historical importance of survivor self-representation and on applying an "antislavery usable past" that recognises the importance of slavery survivor voices to antislavery. Trodd analysed the self-representation of Frederick Douglass, 19th-century America's most well-known survivor of slavery, including Douglass' extensive use of his life-story and image to advocate for change (1). She then researched the legacies of Douglass' self-representation (2) for 20th- and 21st-century social justice movements, and outlined the strategies available for policymakers across Europe as they tackle the problem of modern slavery, including the use of slavery survivors' testimony to better understand slavery's root causes (3).</p> <p>Trodd's research (3) included material on the definition of modern slavery, for which she drew on the early stages of her research into contemporary survivor narratives to make the case for a definition based on the core characteristics of enslaved peoples' experiences. As part of this research, Trodd created <i>Voices: Narratives by Survivors of Modern Slavery</i> (www.antislavery.ac.uk/narratives), the world's largest archive of modern slavery survivor narratives. Between 2014 - 2019, she applied the lessons of 19th-century survivors' self-representation (1, 2) to work with NGO partners and a grant-funded team (6) of PhD students and postdoctoral researchers to gather over 1000 narratives—over a million words—by survivors of modern slavery for <i>Voices</i>. She soft-launched the database with 50 narratives in 2016, grew it to 1000 narratives over a three-year period, then launched it publicly in early 2019. It had over 1200 narratives by 2020 and continues to grow. The database provides access to survivors' ideas and voices, on a large scale, for the first time. Since its launch it has offered policymakers and NGOs the opportunity to systematically design new strategies based on modern slavery survivors' experiences and ideas. It provides insights from survivors' own voices into modern slavery hotspots, trafficking routes, and the nature of the challenges that survivors face in liberation.</p> <p>There remains no legal definition of "modern slavery" and so, supported by ESRC funding (7), Trodd analysed the survivor narratives in order to provide a definition of modern slavery that could be used in practice by policymakers and frontline workers (4). Her analysis of the narratives revealed survivors' definitions of modern slavery, and showed what these definitions reveal about the limitations of government and NGO approaches to tackling modern slavery. It examined key debates on the legal definition of modern slavery from the perspective of survivors, and argued that survivor narratives point to five new criteria that help to define modern slavery, all based on elements of human experience lost or denied to those who are enslaved. It showed that what ties these definitional layers together is their shared starting-point: slavery's impact on the individual</p>		

rather than the slaveholder's intent. Her research concluded that a survivor-informed definition expands our understanding of slavery's nature and can shape antislavery policies and practice.

Trodd also researched the role of survivors in antislavery movement-building across two centuries, comparing 19th- and 21st-century survivor organising techniques, and used the modern slavery survivor narratives database to offer recommendations for how to better recognise contemporary survivor voices as part of a long tradition that includes historical survivor-leaders like Douglass and Harriet Tubman (5).

3. References to the research

1. Book. Trodd, Z. et al, 2015 (rev. paperback ed. 2018). *Picturing Frederick Douglass: An Illustrated Biography of the Nineteenth Century's Most Photographed American*. W.W. Norton. ISBN: 978-1-63149-429-1
2. Book Chapter. Trodd, Z., 2016. "The After-Image: Frederick Douglass in Visual Culture." *Visualising Slavery: Art Across the African Diaspora*. Liverpool University Press. 129-152. ISBN: 9781781382677
3. Journal Article. Trodd, Z., 2016. "Towards a Free Europe: Contemporary Slavery and the New Slave Trade." *Die Zwischengesellschaft*. Nomos. 161-170. DOI: 10.5771/9783845251813-161.
4. Journal Article. Trodd, Z. et al, 2018. "A Full Freedom: Contemporary Survivors' Definitions of Slavery." *Human Rights Law Review* 18.4: 689-704. DOI: 10.1093/hrlr/ngy032.
5. Book Chapter. Trodd, Z., James, C., 2020. "Our Own Tools: Historical Antislavery Leadership Techniques." *The Antislavery Usable Past: History's Lessons for How We End Slavery Today*. Rights Lab and AHRC. 177-199. <http://antislavery.ac.uk/ebook>.

Selected grants that underpin the research conducted:

6. September 2014–February 2020, AHRC Research Grant (AH/M004430/1): £1,840,623 (PI Bales, Co-I Trodd). The Antislavery Usable Past. Trodd, £595,628.95.
7. October 2016–May 2018, ESRC Research Grant (ES/P001491/1): £99,934.67 (PI Bales, Co-I Trodd). Modern Slavery: Meaning and Measurement. Trodd, £15,200.

4. Details of the impact

In 2016/17 Trodd was instrumental in developing the University of Nottingham's Rights Lab Beacon of Research Excellence, one of 6 transdisciplinary Beacons each addressing a global challenge, directed at the UN SDGs. Trodd has been the Director of the Rights Lab since its inception and has led the development of the research and impact agenda for the Rights Lab and its research teams (members of whom are survivors of modern slavery). The Rights Lab delivers research to help end modern slavery (SDG 8.7), which traps an estimated 40,000,000 people globally. It is the world's largest and leading group of modern slavery researchers. Trodd's leadership has been instrumental in establishing mechanisms to ensure recognition of the policy value of survivor narratives, shape policymaking and give survivors agency in influencing NGO practice. She used her research into survivor self-representation to position modern slavery survivors' voices at the centre of today's antislavery efforts.

Establishing the Policy Value of Survivor Narratives with Key Stakeholders

Trodd supervised research fellows from the Rights Lab to produce two key policy documents:

- 1) *Voices: Ideas for Using Survivor Testimony in Antislavery Work* (2019, Murray et. al), uses Trodd's research into survivor narratives (3, 4) and the *Voices* database (4, 6) to explain the many potential uses of survivor testimony for policymakers and NGOs, including for understanding patterns of exploitation; recognising drivers for modern slavery across sectors and regions; designing interventions that focus on prevention and survivor-informed programme evaluations; refocusing aftercare around survivor needs; and understanding the impact of disruptions (for example, environmental disasters) on modern slavery risk. The *Voices* report is included in the resource section of the **UK Independent Anti-Slavery Commissioner (IASC)** website.
- 2) *Survivor Involvement in Anti-Slavery Policy Making: Guidance for Policy Makers* (2020, Brotherton et. al) uses the lessons of the narratives database (4, 6) about the value of survivors' insights, and Trodd's research about models of survivor leadership (5), to provide guidance for policymakers on how best to involve survivors in the work of designing policy and front-line services. The **Independent Commission for Aid Impact (ICAI)** cited a paragraph from the *Survivor Involvement* report in a 2020 evaluation of the UK Government's response to modern slavery that called for more survivor involvement in antislavery work [E], while the **Home Office** called the report "really useful" and said it would "take note" of its guidance "going forward" [C].

Influencing Policymaking

At a national level Trodd responded to a request in 2018 to brief the **Cabinet Office** and the Chairman of the **Joint Intelligence Committee** on her findings about the drivers of modern slavery that emerged from the *Voices* database. The briefing session discussed the narratives, including their value for revealing human trafficking routes [B]. As a result of the briefing, the Joint Intelligence Organisation requested information from Trodd on whether the narratives could show *“the movements of trafficked individuals ... how people become enslaved in the first place”* [B].

In 2019, Trodd used her research findings to help shape the **Home Office’s** Modern Slavery Act (MSA) Section 49 Statutory Guidance on identifying and assisting victims. Working with the Rights Lab Impact and Policy Engagement lead (Brotherton), Trodd shared with the Home Office (and 20 other key policy stakeholders who work on the question of slavery survivor recovery and support) her article (4) about survivor definitions of modern slavery, and a two-page policy briefing on the article’s findings. The policy briefing included four key recommendations for policymakers, including to ensure that survivor voices are central to the development of survivor support services. The Home Office confirmed that it found the research *“on definitions extremely helpful”* and invited feedback on its draft Statutory Guidance from Trodd and the Rights Lab team [C]. Trodd used her research findings (4) to inform her response, and the Home Office then used this feedback to edit the final Guidance (published in March 2020), which explains: *“Survivors’ voices must always be heard, and their rights respected”* [C]. The Home Office called Trodd’s feedback on the Statutory Guidance *“useful”* and *“really helpful,”* and confirmed that it tried to *“reflect”* it in the guidance [C].

In 2019, Trodd and Brotherton shared Trodd’s research (4) and its accompanying two-page policy briefing with the **Care Quality Commission (CQC)**, which regulates all health and adult social care in England. The CQC was developing an inspection framework to assess the quality of support services and safehouses for survivors of modern slavery. One of the policy briefing’s recommendations, based on Trodd’s research (4), was to *“ensure that inspection frameworks of survivor support services incorporate survivor voices and include an assessment of the extent to which the five elements lost or denied to those in slavery have been restored”* through recovery support. The CQC confirmed that it *“found the paper very useful and it was included in the guidance pack that has been given to our inspectors”* [D], adding that the CQC also looked closely, *“as part of our inspection process and assessment framework, at how survivors’ views are being sought by providers and how providers are working to understand the psychological impact on survivors of their circumstances”* in order to *“ensure that the wellbeing of survivors is central to the safehouse provision”* [D]. The CQC’s safehouse inspection framework includes recommendations for how inspectors should consult directly with survivors in 16 different parts of the overall guidance [D]. The inspection regime went live in October 2020 [D] and was incorporated into the Government’s new Modern Slavery Victim Care Contract, worth GBP281,000,000 over five years (2020-25) [D]. The Government believes this regime will *“ensure the consistency and quality of support ... and give victims the help and support they need to begin to rebuild their lives”* [D].

In 2020, Trodd’s research shaped another set of UK Government strategies. The **Independent Commission for Aid Impact (ICAI)** reviewed the UK’s approach to tackling modern slavery through the aid programme and explained in a paper that a *“unique and innovative feature”* of its review was its work to *“mine a major survivor testimony database for relevant narratives ... Voices ... the world’s largest database of survivor testimonies”* [E]. ICAI used Trodd’s database to *“gain a broader understanding of the nature of the modern slavery challenges in our case study countries and beyond”* and *“to provide context on the impact of modern slavery on victims and survivors”* [E]. The final ICAI report gave as one of its five recommendations that UK Government departments *“do more to draw on survivor voices, in ethical ways, with a particular focus on inputs to policy and programme design, and to deepening understanding of lifetime experiences”* [E]. In its response to the ICAI report in November 2020, the Government accepted this key recommendation, acknowledged *“the need to improve the integration of survivor voices into the design, implementation and review of the HMG modern slavery portfolio”* and committed to reviewing *“lessons from the way in which we engage with survivors”* [E].

At the international level, in March 2019 Trodd led a Rights Lab team in the development of a written submission to the **UN Special Rapporteur on Contemporary Forms of Slavery** delivered in September 2019 to the **UN Human Rights Council**. Adapting and citing the findings of Trodd’s research (4, 5), the Rights Lab’s submission to the Rapporteur explained the importance of empowering survivors to develop strategic interventions that focus on addressing lived

experiences, employing survivors' ideas in antislavery programme design to achieve a survivor-informed perspective on sustainable development, and developing survivor-informed policy at the local, national and international levels. The Rapporteur's final report used the evidence submission and cited Trodd's 2018 article (4) and pointed to a "growing recognition that giving victims and survivors agency and voice through their active participation in programme and policy design and delivery strengthens those initiatives"; argued that "survivors are uniquely placed to...identify what might prevent slavery". The Rapporteur praised a "growing effort...to empower survivors as...leaders of the anti-slavery movement" and recommended that future antislavery efforts "be more systematically survivor-informed" and "ensure that the full range of global, regional and national efforts benefit from the insights that survivors can bring to bear on programming and policy design and implementation". The Rapporteur quoted the Rights Lab's evidence submission: "survivor-informed policy and survivor-led initiatives should be the norm and not the exception" [A]. The Special Rapporteur's concluding recommendations were that States ensure "antislavery efforts are survivor-informed," including "policymaking, programme design and programme implementation"; businesses work "closely with survivors...to ensure that future antislavery efforts learn from their experience"; and international organisations promote "active victim/survivor participation in policymaking" [A]. Citing Trodd's article (4) and evidence submission as its main sources of evidence for these recommendations [A], the report delivered the strongest call to date, by any Special Rapporteur, for survivor-informed antislavery efforts.

Changing NGO Practice

Working as both an individual scholar and as the director of the Rights Lab, Trodd has also supported a survivor leader, Minh Dang, to establish and grow **Survivor Alliance** (SA), the world's first survivor-led NGO that empowers survivors to be antislavery leaders. SA launched in April 2018 with Dang as its Executive Director. It was incubated in the Rights Lab for its first year, then by mid-2019 became an independent not-for-profit that works in partnership with the Rights Lab.

SA organises and coordinates survivor leadership in the UK and globally [F]. It is the first survivor-led NGO to focus on developing survivors as leaders in the contemporary global antislavery movement, and "moves survivors from being occasional spokespeople to strategic thinkers and movement leaders," as Trodd explained in a media interview on the day of SA's launch [F]. SA had 130 survivor members globally by the end of its first year, 211 members by the end of its second year, and 290 by December 2020 [F]. Its annual reports for 2018 and 2019 show a critical mass of interconnected survivor leaders who have improved access to employment and training in the antislavery field [F]. Dang explained SA's impact thus: "We have seen changes to the cultures and practices of the antislavery movement to incorporate survivor expertise through dozens of SA consultations and training sessions, including several on which Zoe and the Rights Lab have partnered to deliver" [G]. By early 2020, SA had already created 90 consulting opportunities for survivors and further enabled survivors by raising over USD9,300 (to Oct 2020) in income and scholarships for their use [F].

SA members described the impact of SA's work for them: "Survivor Alliance has given survivors in the UK a platform to raise our voice and a space where we can unite and empower ourselves"; "I was never taken seriously until Survivor Alliance stepped in"; "Survivor Alliance...has made me feel like helping other people who are exploited more, it has made me understand other survivors and victims better"; "Survivor Alliance have given me the platform to empower myself, and speak up loud enough for the authorities and media to hear me"; "Survivor Alliance has opened my eyes to see that my life experience is my expertise... created a platform for me to share my expertise... and educated me in the process"; "Survivor Alliance has given me tremendous support to build my confidence and amplify my voice in the field"; "Survivor Alliance allowed me to connect with other survivors, to...give me the necessary support to take action in the anti-human trafficking movement. It feels like another part of my healing journey" [F].

Dang explained the importance of the collaboration with Trodd and the Rights Lab to SA's success. The Rights Lab is SA's "key partner," has been a "fantastic supporter of who we are and what we do," and was "important to different stages of Survivor Alliance's launch, growth and development" [G]; while Trodd "has been an important partner" to SA, supported its "launch in 2018 and its growth over the next 2.5 years, including by leading on the development of a Survivor-Ally Manifesto with 14 Principles of Ally Behaviour and nine concrete commitments to action" [G]. Dang noted that this manifesto "formed part of a national training for survivor allies (including from the Home Office and major NGOs) in October 2019 for the UK's National Anti-Slavery Day" [G].

which generated pledges by 18 of the participating organisations (including the **West Midlands Anti-Slavery Network, Sainsbury's, the Home Office, Anti-Slavery International and Hope for Justice**). These set out concrete ways they would integrate survivor leadership into their work [H]. Dang expanded on Trodd's role: *"I have greatly valued her research-informed co-development of Ally guidance, policy briefings and training materials, as well as her collaboration to turn her research findings (about the importance of survivor voice and leadership) into action in the form of her intellectual partnership and practical support for Survivor Alliance"* [G]. Trodd's work with SA, including on the manifesto [H], was informed by her research into survivor leadership (5), which in turn drew from her analyses of survivor self-representation (1, 2) and narratives (3, 4)—and Dang observed that Trodd's research *"helped to underpin Survivor Alliance's mission with evidence"* [G].

The onward impact of Trodd's work with SA extended through SA's work with multiple leading NGOs. For example, SA changed the work of the leading international human rights NGO **Walk Free** in its high-profile annual report about all government responses to modern slavery globally. In October 2018, Walk Free asked SA to review its conceptualisation of a strong government response to modern slavery [I]. In a workshop setting hosted at the Rights Lab, a group of 10 UK-based SA members provided detailed insight into Walk Free's conceptual framework across 104 indicators and developed concrete policy recommendations for improving government response. In April 2019, SA delivered a similar three-day workshop with Walk Free in India with 15 survivors of modern slavery that built *"on the model developed in Nottingham"* and was *"the first time survivors in India had gathered to share lived experiences and perspectives on government progress in responding to slavery"* [I]. The workshop in India generated a further six recommendations for the government assessment [I].

As Walk Free explained, these two workshops with SA *"provided us with valuable insight into what was actually important for those who have experienced various forms of slavery,"* and the workshop findings *"were incorporated into our conceptual framework,"* therefore shaping how Walk Free completed its data-gathering for the government response assessment [I]. Walk Free also said of SA's impact on its own practise that the SA workshops provided *"invaluable feedback for ... our advocacy work ... [and] helped us to strengthen our understanding of the implications of government policy to combat modern slavery,"*[F]. Walk Free also explained that the workshops enabled participating survivors themselves *"to gather information that they could take back to their communities"* and to *"use the report to hold their government to account ... [and] push for legislative change"* [I]. Walk Free's final report was launched at the UN headquarters in July 2019 with an invitation to governments to respond by changing their policies and strategies. The **President of the UN General Assembly** said at its launch that the report showed *"we need to take dramatic action ... we must have the data and evidence we need to design appropriate responses, and to measure our progress. Which is why this report is so important"* [I].

In addition to this impact on Walk Free, SA changed the policies and practices of other major NGOs. In interviews about SA, leading antislavery NGOs explained the benefit of SA's input to multiple NGO projects and programmes that now were *"shaped and guided by those with lived experience"* [J]. For example, access to survivor expertise via SA shifted NGOs' work in new directions, helped them identify new areas of focus and stop other programmes, and shaped the design and delivery of multiple major antislavery programmes [J].

5. Sources to corroborate the impact

[A] Report by the Special Rapporteur on Contemporary Forms of Slavery (excerpts).

[B] Joint Intelligence Organisation invitation, meeting minutes and correspondence.

[C] Home Office Statutory Guidance (excerpts) and correspondence.

[D] Care Quality Commission framework (excerpts) and correspondence, HMG statement and care contract tender.

[E] Independent Commission for Aid Impact paper, review, and HMG response (excerpts).

[F] Survivor Alliance informational materials, launch announcement, annual reports (excerpts).

[G] Testimonial from the Executive Director of Survivor Alliance.

[H] Survivor-Ally Manifesto, Anti-Slavery Day Materials and Pledges.

[I] Walk Free correspondence, government response report (excerpts) and UN response.

[J] Brotherton impact evaluation of Survivor Alliance.