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Message from the Board of Directors

On behalf of the GAATW Board, we would like to express our deepest gratitude to National Director Alison Clancey and the GAATW Canada team for all the work accomplished over the past year.

We are especially proud of the strategic direction the organization has identified, the relationship building that has occurred this past year with survivors and organizational partners, as well as the achievement of charitable status.

We are excited for the opportunities 2025-2026 will bring and look forward to continued growth in our networks, organizational reach, and impact.

ANNALEE LEPP & LEIGH ELLIOTT
CO-CHAIRS



CO-CHAIRS ANNALEE LEPP & LEIGH ELLIOTT WITH NATIONAL DIRECTOR ALISON CLANCEY

Message from the National Director

Much of our work over the past year has taken place behind the scenes. Our quiet yet essential efforts to revitalize the organization continue to lay the groundwork to support systemic change in how trafficking is understood and addressed in Canada. While not always the most visible (or attention-grabbing content for an annual report), this capacity-building work has been essential to ensuring GAATW Canada is well-positioned to grow, adapt, and lead.

One of our proudest milestones this year was gaining charitable status. This step strengthens our ability to promote our mission, diversify our funding sources, and increase transparency about what we do and how we do it.

It marks an exciting new chapter in our development and reinforces our long-term commitment to advancing equitable, community-driven responses to trafficking.

Speaking of community, a key part of this foundational work has involved building relationships with people with lived experience, the grassroots organizations serving them, service providers, researchers, and advocates. These connections have helped shape our values, sharpen our analysis, and guide our priorities.

As we look to the coming year, we are excited to meet in person at a national gathering with many of these community leaders to forge a new pathway and convene on fresh perspectives to improve how human trafficking and related issues are addressed.

None of this year's achievements would be possible without the dedication of our staff and board. I'm deeply grateful for their steady leadership, hard work, and belief in the power of thoughtful, values-driven change. Their commitment continues to shape GAATW Canada and the impact we can collectively have in the years to come.

RECOGNISE RIGHIS

allancey

ALISON CLANCEY
NATIONAL DIRECTOR

About GAATW Canada

From a labour rights perspective, GAATW Canada bridges community and scholarly expertise to address human trafficking through research, policy change, advocacy, education, and mutual partnerships.

We champion effective approaches that support trafficked individuals while mitigating the harms associated with the rescue industry.



GAATW Canada was incorporated as a federal non-profit organization in 2022 and registered as a charity in 2025.

With our revitalized organization now operating at a greater capacity, we are poised to strengthen our partnerships, ultimately enhancing our impact and evidence-based contributions to addressing human trafficking in Canada.

Organizational Capacity Building

We've come a long way since 1997!

In August, we launched an 18-month initiative aimed at revitalizing GAATW Canada and enhancing our capacity in key areas, including governance, human resources, strategic planning, advocacy, and communications.

As part of this initiative, we held a strategic planning meeting in Toronto on September 26–27, where we developed an <u>action plan</u> to guide our work over the next two years and beyond.

Alongside strengthening our internal foundation for growth, a key part of building our capacity is developing partnerships. Strong, collaborative relationships are essential for improving how human trafficking and related issues are understood and addressed.

This year, we deepened our relationships with a diverse range of partners who share our values.



1997 NORTH AMERICAN REGIONAL CONSULTATIVE FORUM ON TRAFFICKING IN WOMEN, VICTORIA, BC . PHOTO CREDIT: GAATW CANADA

We approach partnerships intentionally, grounding them in shared principles, common goals, and a commitment to ethical and transparent collaboration.

Fostering mutual partnerships, one of the pillars of our relationship-building, means not only contributing to collective efforts but also supporting the capacity of underfunded, overstretched organizations working on the front lines.

This year, we helped lighten some of our partners' administrative burden by providing support with grant writing, funding development, and governance information, enabling grassroots organizations to focus more on direct services and supporting their communities.

Research

This year marked the second year of our three-year research project, "<u>Is it trafficking? Examining gender-based violence among women who do informal, precarious, non-standard work.</u>"

The study documents the experiences of racialized women experiencing workplace gender-based violence across British Columbia, Alberta, Saskatchewan, Manitoba, and the Yukon. It aims to inform the development of more effective policies, services, and prevention strategies.

By examining a range of abuse, harassment, violence, exploitation, and trafficking, the research critically examines whether, and to what degree, Canada's anti-trafficking framework addresses the realities of workplace genderbased violence faced by racialized women.

It also considers how effectively antitrafficking funding meets the needs of these women and the organizations that support them.

GAATW Canada sincerely thanks the women and community organizations who participated in the research.

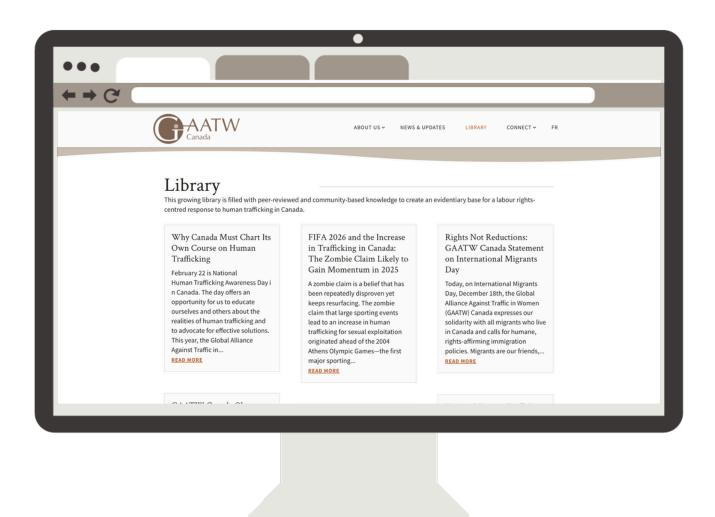
We also appreciate the advisory group members for their feedback, contributions, and guidance throughout the year.



Advocacy

GAATW Canada continues to raise awareness and advocate for systemic change regarding exploitation and human trafficking.

Our advocacy work is grounded in the lived experiences of affected communities and aims to shift public discourse, influence policy, and promote more just and evidence-based responses.





GAATW International Members Congress and Conference

Three GAATW Canada members attended the GAATW International Members Congress and Conference, as well as the 30th anniversary event, in Bangkok from October 15 to 18, 2024.



The conference spotlighted issues impacting migrants, informal workers, sex workers, and trafficked persons, including neoliberal capitalism, racism, colonial legacies, the decline of multilateralism, armed conflicts, and the erosion of labour rights.

The gathering emphasised the need for a more compassionate and informed approach to migration, labour rights, and trafficking.

One of the meeting's highlights was the interactive timeline, which traced the milestones and achievements of the Alliance and its members since its inception in 1994.

The Year Ahead

NEXT YEAR, WE WILL:

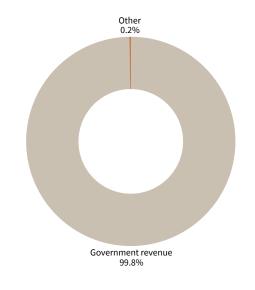
- Host a national gathering to bring together partners for collaboration, knowledge sharing, and relationship building.
- Enhance our efforts to engage with survivors and those negatively affected by anti-trafficking initiatives.
- Share the findings and recommendations from our three-year research project.
- Finalize our communications strategy and expand outreach to help shift the dominant antitrafficking narrative, thereby improving Canada's anti-trafficking prevention and response efforts.
- Continue to expand our organization to support change from the ground up.



Statement of Operations

FOR THE YEAR ENDED MARCH 31, 2025

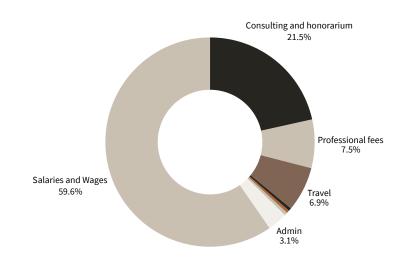
REVENUE	
Government revenue	
Federal government grants	\$278,278
Other revenue	
Other	\$532
Total Revenue	\$278,810



EXPENSES

Salaries and Wages	\$172,055
Consulting and Honoraria	\$62,094
Professional Fees	\$21,642
Travel	\$19,963
Office Supplies	\$1,297
Professional Development	\$971
Advertising and promotion	\$312
Amortization	\$1,368
Admin	\$8,858
Total Expenses	\$288,560
Excess of revenue over expenses	\$-9,750

Excess of revenue over expenses \$*The deficit of \$9,750 is primarily due to the early forecast of \$14,566 in unspent project funds. These funds were returned prematurely.



We acknowledge and are thankful for the financial support provided by Women and Gender Equality Canada, whose contributions have been instrumental in advancing our mission.

Meet the Team

We're open about who we are, what we do, and how we do it, so people can trust us as we work for change together.



ALISON CLANCEYNational Director



BORISLAV GERASIMOV Research Lead



JULIE MURRAY
Research Assistant

Staff



DR. ANNALEE LEPP Co-Chair, Treasurer



LEIGH ELLIOTTCo-Chair



DR. JULIE KAYE Secretary



DR. JULIE HAMMember at large



RHEA ROLLMAN Member at large



JONNY MEXICOMember at large

Board

We sincerely thank departing board members Kamala Kempadoo and Jenny Wright for their valuable contributions to our work.

Connect with Us



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GAATW Canada respectfully acknowledges that the lands on which we work are the unceded territories of First Nations, Métis, and Inuit peoples. As a rights-based organization, we recognize that colonial policies and institutions have seriously impacted Indigenous peoples through processes of political control, settler occupation, and economic and resource exploitation. These colonial processes continue to contribute to gender-based violence and precarious labour today.