

Nothing about us, without us

Developing an evaluation framework alongside victim-survivors of modern slavery using representative participatory approaches

Dr. Ellie Taylor, Senior Research Analyst
Ellen Hays, Research Analyst
Research and Outcomes Measurement Team
Policy, Research and Social Justice Department



Acknowledgement

The Salvation Army acknowledges the Traditional Owners of the lands and waters throughout Australia.

We pay our respect to Elders and acknowledge their continuing relationship to this land and the ongoing living cultures of Aboriginal and Torres Strait Islander Peoples across Australia. We also acknowledge future aspirations of all First Nations Peoples.

Through respectful relationships we will work for the mutual flourishing of Indigenous and non-Indigenous Australians.

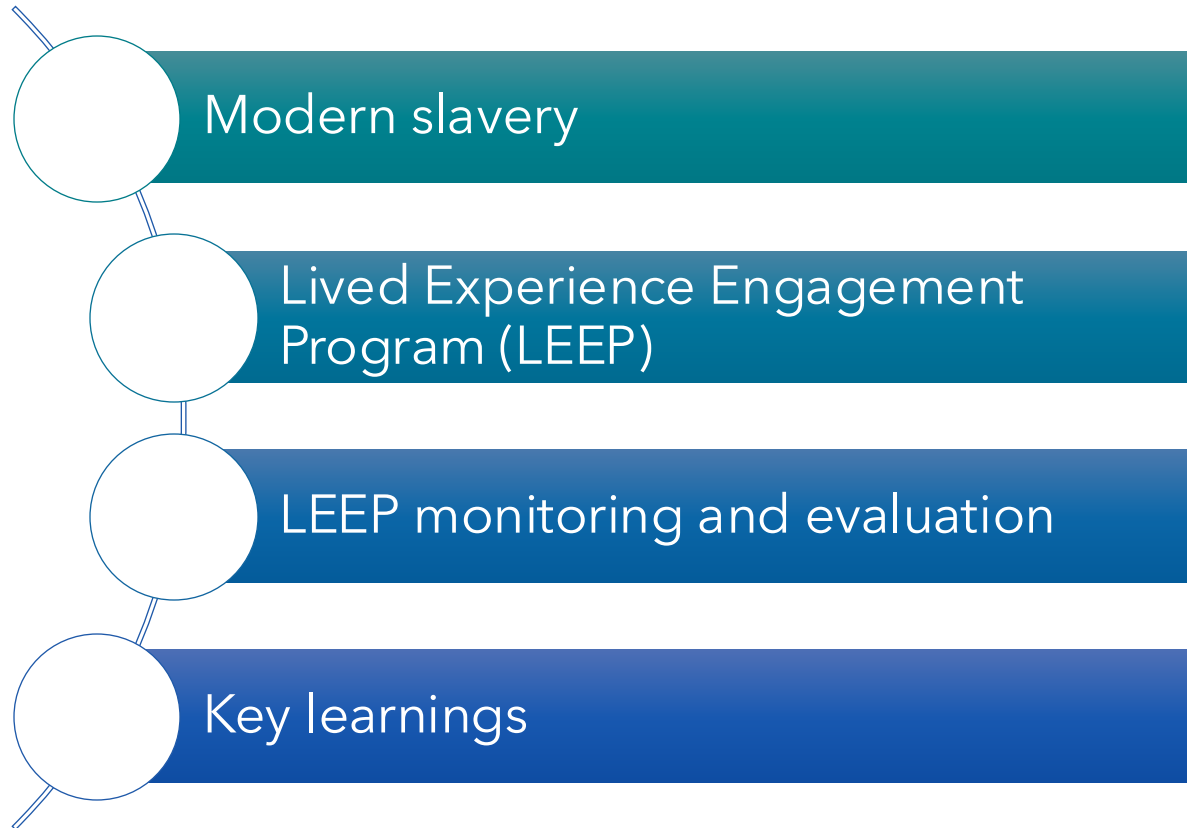
We commit ourselves in prayer and practice to this land of Australia and its people, seeking reconciliation, unity and equity.

Our gratitude is extended to the **Lived Experience Engagement Program (LEEP) participants and members of Australia's inaugural Survivor Advisory Council**, and the **Salvation Army LEEP team**.

In the spirit of Nothing About Us, Without Us, this presentation has been reviewed and approved by LEEP participants.



Session Overview



What is Modern Slavery and Human Trafficking?

Modern slavery acts as an umbrella term, covering several human rights issues, of which human trafficking is one. Essentially, modern slavery is the exploitation of people for their bodies and labor.

People trapped in modern slavery situations of exploitation often cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power. Researchers estimate that close to 50 million people are enslaved across the world today.

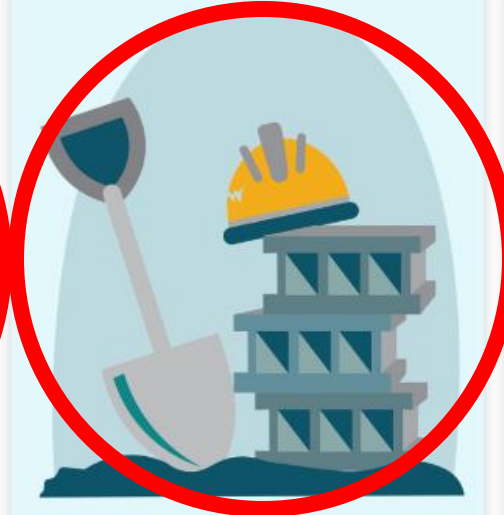
Slavery statistics come from the U.N. International Labor Organization, Walk Free and the International Organization for Migration.



Modern slavery and human trafficking can take on many forms:



Sexual Exploitation



Labour Exploitation



Domestic Servitude



Forced Marriage



Forced Criminality



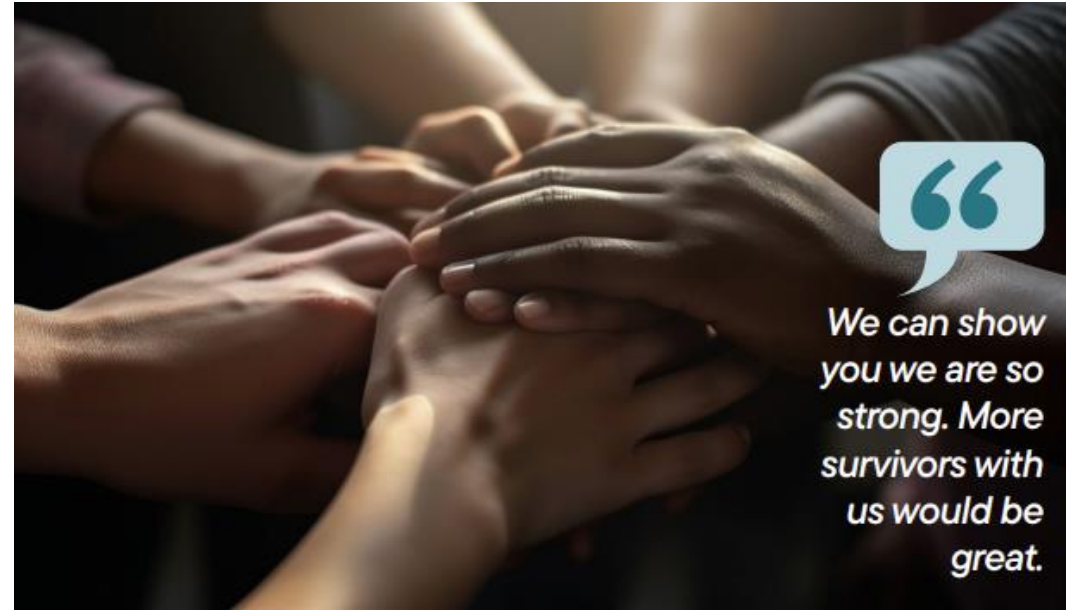
Child Soldiers



Organ Trafficking

The Lived Experience Engagement Program (LEEP)

- **Goal:** Creating a forum for survivors to use their lived experience to directly consult with government, to assist in preventing, identifying and responding to modern slavery.
- LEEP is a starting point for survivors of all forms of modern slavery who want support to:
 - Connect with other survivors.
 - Learn ways to work together for positive change.
 - Apply for membership on the Survivor Advisory Council, advising government agencies on how to improve systems for victims and survivors.



For more information:



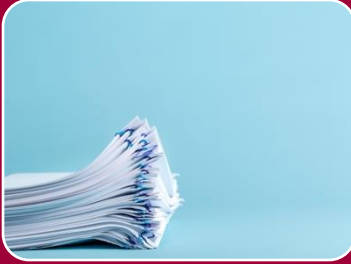
Monitoring and evaluation aims

1. Understand experiences of the program and embed learnings into ongoing program development and implementation.
2. Evaluate the efficacy of LEEP while incorporating lessons learnt iteratively.
3. Strengthen data collection practices in lived experience engagement research.
4. Design and implement a monitoring and evaluation framework to track progress of victim-survivors of modern slavery longitudinally throughout engagement with the LEEP.





M&E initial development



Review of LEEP documentation

- LEEP model and work plan
- LEEP timeline and deliverables



Literature review

Vidal, L. (2021): review of literature and best-practice models



Scan of other LE engagement programs

- Snowball approach
- Underpinned development of M&E framework

How do we measure the impact of LEEP on stakeholders?

Challenges

Limited time and resourcing

Survivors have limited capacity

Diversity of survivor experience

Relatively uncharted territory

Solutions

Flexibility

Lived experience voices

Strengths-based and trauma informed

Iterative model

Representative participatory action research approach

(Pain, Whitman, Milledge et al., 2011)



- Aligned with the key principles of the lived experience engagement framework
- Seeks to ensure participants are equal partners with the researchers
- Learnings from key phases of evaluation can be embedded as the program continues to be delivered
- Time dedicated to engage in reflective practice, feedback giving and debriefing with program facilitators
- Encourages inclusion of diverse perspectives, experiences and voices

Qualitative data collection

- Consultative interviews/surveys with survivors, staff, government
- Baseline, review and exit



Example interview question

What does 'empowerment' mean to you?

- ❖ "Stability"
- ❖ "Job opportunities"
- ❖ "Mental health back in check"
- ❖ "Integrating back into society"
- ❖ "Equally value our lived expertise"
- ❖ "Having our voices actually heard"
- ❖ "People giving us access"
- ❖ "No one can speak for me"
- ❖ "No one can control me or make me do things that I don't want"
- ❖ "I can fight for myself"
- ❖ "Say what we want to say"
- ❖ "No one is watching us"
- ❖ "The opportunity to speak to the things that really mean something to us"

Trauma-informed, strengths-based, culturally safe



Monitoring and evaluation Findings



Lived experience to lived expertise



Confidence



Peer connection*



Knowledge and skill development

LEEP Report 2023



*Unexpected positive outcomes

Key M&E learnings

What worked	What has been improved
Approach maximised sustainability and fairness, and respected human rights principles	Further integration of survivor voice e.g., original members involved more in design
Approach facilitated partnerships and equity with the people the LEEP serves	Continuous critical reflexivity and learning - evaluation is growing in this space
Integrating all stakeholders' perspectives - i.e., staff, gov, survivors - ensured holistic understanding	More listening, less assumptions
Iterative improvements were possible with data collection at baseline, mid-point and exit	Streamlining of processes including reporting

Acknowledgements

Thank you to:

- The LEEP team and survivors for welcoming us into your space and sharing your stories and experiences
- The Australian Government – funding through the National Community Prevention Program: Modern Slavery Grants
- Ellen Hays, Johana Susanto, Belinda Hendrickson, Jasmine Loo and Eliza de Vet (TSA Research & Outcomes Measurement team) for working on LEEP M&E with great care and professionalism
- The experts consulted in the development of the Lived Experience Engagement Program model
- Dr Laura Vidal, who created and revised the Written Model



**The journey and learning
continues...**

