

2017-20 Strategic Plan Goals

Updated 3/1/2020

	I. Goals Completed in 2017	Progress Report
1.	Clarify Iowa NAHT mission statement and purpose in light of rapid expansion of human trafficking state grant funds for training, prevention projects, and survivor services. The July 1, 2016 establishment of two new state agency offices to combat human trafficking has also redefined the role and function of the Network.	<ul style="list-style-type: none"> • Clarification of Mission and Action Step Policy, approved by the Executive Committee January 30th and Board approval March 13th, 2017. • <u>Completed in 2017.</u>
2.	Write a board member job description and a document clarifying and describing duties of Network Officers and Executive Committee.	<ul style="list-style-type: none"> • Job description and Executive Committee duties written and approved by the board on February 13th, 2017. • <u>Completed</u>
3.	Develop a conflict-of-interest statement and secure board member signatures.	<ul style="list-style-type: none"> • Conflict of Interest statement approved by Executive Committee February 25th, 2017. • <u>Completed in 2017 and ongoing.</u>
4.	Begin to provide a one hour orientation for all new board members.	<ul style="list-style-type: none"> • Began January 2017 and ongoing. • <u>Completed</u>
5.	Write a 2012-2016 history of human trafficking state legislation and state appropriations to fight human trafficking. Address year-to-date actual implementation and outcomes.	<ul style="list-style-type: none"> • Legislative history written up and posted on website February 1st, 2017. • <u>Completed in 2017.</u>
6.	Create an Iowa NAHT brochure describing our mission, how to volunteer, major sources of victim assistance, national and Iowa data and current goals and future plans.	<ul style="list-style-type: none"> • New brochure completed January 19th, 2017 and 600 copies distributed. • Reprinted and updated in May, September and November 2017. • <u>Completed in 2017 and ongoing updates as needed.</u>
7.	Create a portable three panel tabletop display for conferences and events and begin to staff table with volunteers at conferences and events. Display and make available brochures from major human trafficking Iowa providers, and state and national sources. Post the national and state hotlines.	<ul style="list-style-type: none"> • Board approved a \$350 expenditure. A display board is currently in use. • <u>Completed in 2017.</u>
8.	Promote and/or co-sponsor statewide and regional conferences and local panels and workshops.	<ul style="list-style-type: none"> • 2017 Regional Conferences in Des Moines and Ames (200 attended each). • Red Oak training lead by Stephen O'Mara. • Ankeny panel held, February 25th, 2017 and 105 attended. • Onawa training attended by 103 in October 2017. • Over 30 local panels and workshops in 2017. • <u>Completed</u>

	II. Goals carried over into 2018	Progress Report
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1.	Develop a written 2018 legislative plan and solicit allies within the Governor’s office and legislature and among affiliates. Post the Network legislative agenda on the Iowa NAHT website. Develop action steps for leading Iowa’s anti-trafficking legislative efforts.	<ul style="list-style-type: none"> • A written 2018 legislative plan was posted on website January 4th and distributed to press on January 13th. • Sent to all blog subscribers. • <u>Carry over ongoing.</u>
2.	Establish an Iowa NAHT Fundraising Committee and fundraising goal and solicitation plan. Consider inviting non BOD volunteers.	<ul style="list-style-type: none"> • No progress. However, the board chair sent out a fundraising solicitation letter to 1,000 allies. • In October 2018, the NAHT created a Facebook donation button and participated in November 27th, 2018 #Giving Tuesday. • 100% of NAHT Board members have donated as of January 1st, 2019. • <u>Carry over into 2019 and 2020.</u>
3.	Implement an upgrade to the Iowa NAHT website including a list of advocate and affiliated agencies and groups; legislative history and current legislative agenda; and expand meeting training and calendar of events and meetings. The website goal is to become the go to source for human trafficking information and for connecting resources/collaborations.	<ul style="list-style-type: none"> • Major update of advocate and affiliate list approved by Board on February 13th, 2017. • Calendar of trainings and events greatly expanded on website. • <u>Completed in 2018 and updates ongoing.</u>
4.	Encourage and ensure that state agencies complete a statewide needs assessment; collect and report data and develop reporting protocols.	<ul style="list-style-type: none"> • The Needs Assessment was released by the Attorney General’s Office in February 2018. • The Board chair sent out the report to all subscribers on the NAHT Blog Post • <u>Completed.</u>
5.	Establish a Research, Evaluation and Best Practice Standards Committee. Invite non-board volunteers, experts, survivors, providers and state agency reps to participate.	<ul style="list-style-type: none"> • On January 9th, 2017, two board members volunteered to lead the committee. • First monthly meeting held February 22nd, 2017. • <u>Carry over into 2018 and ongoing.</u>
6.	Establishment of a Legislative Advocacy Committee as described in bylaws. This will become a mechanism to meaningfully involve volunteers as well as service providers and affiliates. The Legislative Advocacy Committee will develop public policy proposals and advocate for NAHT legislation plans.	<ul style="list-style-type: none"> • Co-chair volunteered to lead and select committee members in May 2017 and began monthly meetings in August 2017. • Merged with Prevent Child Abuse Legislative Committee Fall 2018. • <u>Carry over ongoing into 2019 and 2020</u>

7.	Establish an Anti-Human Trafficking Day on the Hill including a press conference with appeals for support of legislation and a proclamation signed by the Governor. Recognize legislators and volunteers who have advanced the fight against trafficking. Invite all statewide advocates and allies to participate.	<ul style="list-style-type: none"> • Successful Day on Hill held on January 9th, 2017. • Governor Branstad signed proclamation plus hosted a trafficking press conference. Five Outstanding Achievement awards were presented. • Governor Reynolds hosted January 17th, 2018 Proclamation signing and presented six awards. • The 2019 date has been reserved for Thursday, January 17th at 10 AM in the Capitol Building Rotunda followed by a NAHT Board of Directors meeting. • <u>Carry over ongoing.</u>
8.	Plan and initiate a major statewide training program for hotel/motel employees. The goal is to educate the hospitality industry to recognize the signs of trafficking and how to report. Partner with regional coalitions for curriculum and training model.	<ul style="list-style-type: none"> • NAHT negotiated and signed central Iowa MOU with Nebraska Coalition July 2017. Press conference and endorsement by Gov. Reynolds and Lt. Gov. Gregg September 19th, 2017. Belitsos and O'Meara also spoke at press conference. • Meeting with law enf. and Commissioner Ryan to get by-in to training project. • A second MOU was signed with Chains Interrupted to conduct hotel/motel employee training in Cedar Rapids, Iowa City, and Waterloo. • In October 2018, MOU's were signed to initiate training of trainers by the Tri-State Human Trafficking Coalition in Eastern Iowa and with the Siouxland Human Trafficking Coalition in Western Iowa. • As of January 1st, 2019, all four regional projects are underway with 200+ hotels trained and 120 trained volunteers. • <u>Carry over to 2019 and 2020.</u>
9.	Plan and carry-out a major statewide initiative to prevent and fight prostitution and trafficking in Iowa massage businesses. Ask coalitions and advocates to approach local city councils to adopt ordinances to regulate massage businesses.	<ul style="list-style-type: none"> • May 2017 legislature amends Iowa code to permit cities to regulate massage businesses. • The NAHT recognized the City of Johnston for becoming the first city in Iowa to pass an ordinance. • A workshop on massage ordinances was provided to law enforcement at the April 18th-19th 2018 Human Trafficking Summit. • As of January 1st, 2019, fourteen city councils have adopted anti-trafficking massage business ordinances. • <u>Carry over into 2018, 2019 and 2020.</u>

III. New goals for 2018	Progress Report
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1.	Change the name of the Network to add "slavery" to read the Iowa Network Against Human Trafficking and Slavery. Do not change NAHT acronym, or website iowanah.org address. Expanded name to be added to all correspondence, brochures, & Board policies by March 1, 2018.	<ul style="list-style-type: none"> • <u>Completed on June 1st, 2018.</u>
2.	Write a 2006-2012 year-by-year history of human trafficking state legislation to fight human trafficking. 2006 marks the first year in which a bill defined trafficking and made it a felony in Iowa Code.	<ul style="list-style-type: none"> • Assigned to a law school volunteer consultant at May 19th 2018 board meeting. • <u>Carryover to 2019 & 2020</u>
3.	Ask the Iowa Attorney General's Office and the Department of Public Safety to describe the difference in their anti-human trafficking functions and also where there is overlap and coordination/collaboration. Once defined, add this information to the Iowa NAHT website and Board chair's blog post.	<ul style="list-style-type: none"> • Roxann Ryan and Celine Villongo both answered this question at the January 17th, 2018 NAHT Board Meeting at the State Capitol Building. • <u>Completed in 2018.</u>
4.	Establish a Speaker's Bureau and Conference Cmte. Recruit a Volunteer board member to chair the cmte. Goal is to match qualified anti-trafficking speakers to requests from across Iowa.	<ul style="list-style-type: none"> • As of January 1st, 2019, no volunteer to lead Speakers Bureau. • Board Chair continues to carry out this function. • <u>Carryover into 2019 and 2020</u>
5.	Create a roll-up informational scroll for display at conferences and events.	<ul style="list-style-type: none"> • Completed at a cost of \$650, and first displayed at the 2018 proclamation signing. • <u>Completed</u>
6.	Establish a Facebook page. All website blog posts and training/event announcements will also be placed on the Facebook page.	<ul style="list-style-type: none"> • All blog posts are now routinely added to the Facebook page that can be accessed at facebook.com/IowaNAHT • <u>Completed on March 25th, 2018.</u>
7.	By July 1 st , 2018, reach and exceed 1,000 NAHT blog post subscribers.	<ul style="list-style-type: none"> • <u>Completed. As of January 1, 2019 there were 1,076 subscribers.</u>
8.	By December 1 st , 2018, ensure that there is at least one representative from each regional coalition serving on the NAHT Board of Directors. Encourage formation of new coalitions, especially in Southern Iowa.	<ul style="list-style-type: none"> • As of December 1st, 2018 there are six regional groups or coalitions represented on the NAHT Board. • A group of three pastors in Ottumwa have been asked to organize a Southern Iowa Coalition. • <u>Carryover into 2020</u>
9.	The Research, Evaluation, & Best Practice Standards Committee will conduct a study of direct service providers, unmet needs, and barriers to providing best practice and effective services. Recommendations for improvements will be written and presented to the NAHT Board and state agencies.	<ul style="list-style-type: none"> • Major study and six recommendations released on May 21st, 2018. Dr. Taylor Houston reviewed study findings with NAHT board. • Board adopted action plan on four of the six recommendations and referred two recommendations to state agencies. • Board Chair sent out study to blog followers on June 7th, 2018. • <u>Completed</u>
10.	Design and print a nomination form for the Outstanding Anti-Human Trafficking Service Award.	<ul style="list-style-type: none"> • Award criteria and nomination form approved by the board on March 19th, 2018. The forms are now available on the Network's website. • <u>Completed</u>
11.	Review and update the Iowa NAHT bylaws to ensure that they are in good currency.	<ul style="list-style-type: none"> • Updated bylaws were approved by the board on April 19th, 2017. • The bylaws were posted on the Network's

		website. • <u>Completed</u>
12.	Major expansion and improvements to NAHT Resource Directory in collaboration with Regional Coalitions, Survivor Service Collaboration, state agencies, and the Department of Transportation's new human trafficking map directory.	• New Resource Directory doubled in size with 12 new section headings. • Placed on NAHT website and blog post on October 15 th , 2018. • <u>Carryover and repeat in 2020</u>
13.	Design and print three informational posters and distribute statewide.	• <u>Completed in May 2018, posted on website and sent to blog subscribers.</u>

	IV. New goals for 2019	Progress Report
1.	Carry forward #8 on pg 3: Plan and initiate a major statewide training program for hotel/motel employees. The goal is to educate the hospitality industry to recognize the signs of trafficking and how to report. Partner with regional coalitions for curriculum and training model.	• As of December 2019, over 200 hotels/motels have been trained. • There are 4 regional hotel/motel training projects. Two of the four are still partnering with the Nebraska Human Trafficking Coalition. • <u>Carryover into 2020</u>
2.	Carry forward #9 on pg 4: Plan and carry-out a major statewide initiative to prevent and fight prostitution and trafficking in Iowa massage businesses. Ask coalitions and advocates to approach local city councils to adopt ordinances to regulate massage businesses.	• As of December 2019, 21 Iowa cities have passed massage business anti-trafficking ordinances. The cities of Ames and Ankeny passed their massage ordinances in December 2019. • <u>Carryover into 2020</u>
3.	Plan and initiate a major statewide Rescue Sticker project. The stickers will display both the national and Iowa crisis call and text numbers.	• Stickers were designed and 2,500 were distributed in January 2019. • Blog post and Facebook page called for volunteers to distribute stickers statewide in March and July of 2019. • By the end of 2019, 10,000 Rescue Stickers have been distributed. • <u>Carryover into 2020</u>
4.	Place more public awareness emphasis and training on labor trafficking and advocate for improved rescue and service for labor trafficking survivors.	• In January 2019 revised the Network brochure by adding five new references to labor trafficking. • Cosponsored Labor Trafficking seminar in Des Moines on January 29 th , 2019. • In March 2019 revised the Clarification of Mission Statement to include more emphasis on labor trafficking. • Posted Frontline labor trafficking video on Facebook page in April 2019. • Developed a new labor trafficking poster in October 2019 and distributed through blog and Facebook. • <u>Carryover into 2020</u>
5.	Carry forward #2 on pg 2: Establish an Iowa NAHT Fundraising Committee and fundraising goal and solicitation plan. Consider inviting non BOD volunteers.	• Katie Kyker agreed to chair the NAHT Fundraising Committee. One board member and one non-board member are serving on the committee. • The committee meets every other month. • <u>Completed</u>

6.	Carry forward #4 on pg 5: Establish a Speaker's Bureau and Conference Cmte. Recruit a volunteer or board member to chair the cmte. Goal is to match qualified anti-trafficking speakers to requests from across Iowa.	<ul style="list-style-type: none"> • No progress. The board chair continues to serve as coordinator of the Speaker's Bureau. • <u>Carryover into 2020</u>
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	V. New Goals for 2020	Progress Report
1.	Collaborate and coordinate with city and county coalitions to adopt a "Demand an End" campaign for Iowa. Launch statewide Demand an End campaign at the Thursday, January 14, 2021 NAHT Day on the Hill.	<ul style="list-style-type: none"> • The Attorney General's Office will not be launching a "Demand an End" campaign as previously planned. • The Siouxland Coalition Against Trafficking has adopted the Truckers Against Trafficking "Demand an End" materials and will launch a campaign in western Iowa in 2020.
2.	Develop an Iowa hotel/motel employee training DVD for distribution to hotels/motels outside the service areas of the four Iowa hotel/motel training projects.	
3.	The NAHT will work to become more "survivor informed" by recruiting survivors to serve on an advisory panel or on the board and committees.	
4.	Initiate interest and support for the creation of a Southern Iowa Regional Coalition Against Trafficking.	
5.	Develop a new section of the NAHT Resource Directory to describe and promote the 8 existing anti-trafficking city and multi-county coalitions.	
6.	Complete a major update to the NAHT website resource directory by April 1, 2020.	
7.	Add a part-time hourly NAHT Administrative Consultant, an hourly Consulting Bookkeeper, and a consulting Legislative Advocate to the 2020 budget and fundraising plan. The Administrative Consultant will also coordinate the NAHT Speaker's Bureau, statewide projects, and provide grant writing/fundraising. None of the three consultants will be hired until the needed funds are raised.	
8.	Adopt a NAHT vision statement.	<ul style="list-style-type: none"> • New vision statement adopted 1/16/2020: "An Iowa without human trafficking and modern-day slavery."
9.	Develop and distribute 1,500 Spanish language rescue stickers and continue distribution of the English language sticker with a goal of 7,500 stickers in 2020.	
10.	Research best practice and outcome-based "John Schools" that could be introduced into Iowa in 2021.	