



Strategic Plan & Core Principles | 2024-2027

ATEST INTRODUCTION: ATEST is a coalition of human rights and civil rights organizations dedicated to advancing freedom. The alliance combats human trafficking, forced labor, sex trafficking, and the social and economic inequities that cause these severe forms of exploitation to exist in the first place. The theory of change that underpins our work is that a united coalition of anti-trafficking experts advocating collective policy priorities can increase impact by shaping the direction of federal legislation and policy making systems.

ATEST MISSION: To improve laws and government policies, promote effective implementation of programs, increase survivor inclusion and leadership, increase governmental funding, research trends, and advance most promising practices utilizing ATEST's unparalleled depth and breadth of expertise as a thought leader by advocating for constructive change, opposing harmful practices, and providing nonpartisan technical guidance to policymakers.

ATEST VISION: The creation of a strategic, comprehensive, and adequately-resourced effort by the U.S. government to prevent and end human trafficking, forced labor, and sex trafficking inside the United States and around the world.

ATEST ROLE: To further collaboration and build consensus among U.S.-based human rights and worker rights organizations, survivors of human trafficking and forced labor, and allied coalitions to build consensus, foster partnerships, provide leadership, and strengthen the anti-trafficking sector's collective voice and policy impact.

ATEST STRATEGIC PILLARS AND GOALS

PILLAR ONE: LEGISLATION | Goal: Enactment of legislation that recognizes the agency of vulnerable workers, marginalized communities, survivors, and others to exercise their rights to prevent severe exploitation, ensuring all actors, including businesses and governments, are held accountable for preventing and ending human trafficking and forced labor.

PILLAR TWO: IMPLEMENTATION | Goal: Federal agencies diligently implement legislative mandates and administrative directives, integrate survivor expertise into programmatic design and delivery, and utilize most promising practices, creating an effective and coordinated U.S. government response to human trafficking and forced labor and underlying root causes.

PILLAR THREE: APPROPRIATIONS | Goal: U.S. government resources are increased to amounts that can create measurable and meaningful levels of impact on the prevalence of human trafficking and forced labor.

PILLAR FOUR: MOVEMENT BUILDING AND INTERSECTIONALITY | Goal: Solutions address intersectional factors contributing to human trafficking and forced labor, such as race, gender, migration, socioeconomic status, conflict, climate change, religion, trauma, sexuality, a lack of corporate accountability, and white supremacist ideologies / white privilege. Partnerships with organizations and coalitions working on issues related to human trafficking and forced labor both inside the U.S. and internationally inform alliance policy development, advocacy, and communications.

ATEST CORE PRINCIPLES

- Recognizing that human trafficking is caused, in part, by oppressive, marginalizing systems and policies resulting in power imbalances, ATEST integrates a framework that includes diversity, equity, inclusion, liberation, and intersectionality into our work. ATEST recognizes that the anti-trafficking movement has at times operated in exclusionary ways and caused harm. ATEST has an obligation to operate inclusively and equitably, and to create internal accountability systems to review and uphold these commitments. Our practices, culture, processes, and structure must not perpetuate marginalization. To guide this framework, we utilize the following definitions:
 - **DIVERSITY:** Intentional representation of all stakeholders from various backgrounds
 - **EQUITY:** Fair and just practices and policies that ensure everyone can thrive and participate equally, mindful that the experiences of some will require greater levels of investment by both ATEST and the wider anti-trafficking movement to ensure equitable access to resources and opportunities
 - **INCLUSION:** Meaningful, equal access to participation, which includes affected communities and survivors with lived experience, and considers power dynamics, consensus building, and collaboration
 - **LIBERATION:** Creating communities guided by equity and fairness, where everyone may participate and benefit from economic and social systems and services
 - **INTERSECTIONALITY:** Overlapping and interactive forms of disempowerment, such as entrenched cultural norms and discriminatory political, social, and economic power structures, that create vulnerability
- ATEST is a nonpartisan organization that focuses on solutions that can garner support from both major political parties in the United States. ATEST does not support partisan agendas or engage in electoral advocacy. In its federal appropriations work, ATEST does not support offsetting cuts or the transfer of funds from other human rights causes to anti-trafficking priorities.

- Each ATEST member organization is a co-equal partner, regardless of size or funding. We act as a unified coalition reflecting the diversity of the communities we serve or represent, and we strive to ensure that those voices are meaningfully included in discussions and decision-making. ATEST growth is based on strategic mapping of skills and reach among member organizations, with a goal of increasing both through the addition of new members.
- Trust among members of ATEST is fundamental. Members commit to full internal transparency in all ATEST business. ATEST is committed to maintaining a working environment of camaraderie through the sharing of information that helps educate, advocate, and build the movement as a whole. All ATEST decisions are considered public unless otherwise specified.

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