



**seed foundation**  
Social Educational Economic Development



Painting: Adamat, Mariam. Jin, Jiyan, Azadi. 2020.

# SEED Foundation

# Annual Report

2020



Dear Friends,

Throughout 2020, SEED worked to protect, empower, and support the recovery and reintegration of some of the most vulnerable individuals and communities in the Kurdistan Region, including survivors of conflict, trafficking, and gender-based violence (GBV). Responding to emergencies and long-term needs, we supported refugees, internally displaced persons, host community members, and migrant workers across Kurdistan.



The COVID-19 pandemic caused greater challenges for those at greatest risk across the Kurdistan Region, including increasing rates of GBV as women and girls were trapped at home with abusers, a growing mental health crisis partly due to isolation, and increased economic hardship. Responding to this heightened need, SEED's service delivery teams adopted trauma-informed remote service provision using technology and other innovative interventions, successfully delivering life-changing services to 3,710 people in a safe manner.

Alongside our direct services for survivors, we strengthened the knowledge, skills, and capacities of those working on the front line to protect and serve survivors through our training and education programs. We also successfully moved the needle on the laws, policies, and practices of institutions in the Kurdistan Region that protect and serve those affected by violence, and promoted positive and rights-based norms and behaviors to push progress forward on gender equality, positive masculinity, mental health, human rights, and other social issues in the Kurdistan Region. At this time of increased need, we launched four new programs and recruited 79 new staff to serve greater numbers of those in need.

Reflecting our commitment to working in line with international standards, we designed and launched SEED Academy, an internal training program for staff to ensure the highest quality and consistent approaches across SEED's services. Recognizing the increased pressures faced by our staff, we shifted our staff well-being program on-line to maintain our strong team spirit and camaraderie, and support our staff.

As we emerge from the grip of this pandemic, we firmly believe a brighter future is attainable and stand resolute in working with and for the survivors and communities we serve in the Kurdistan Region. In 2021, we are committed to expanding our services, training and education programs, and advocacy efforts. We hope to count on your support on this journey to build a more inclusive, secure, and prosperous Kurdistan Region, in which the dignity, rights, and safety of all its people are protected.

A handwritten signature in black ink, appearing to read 'Sherri'.

**Sherri Kraham Talabany**  
President and Executive Director

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Who We Are



## Who We Are

SEED Foundation is a women-led, local non-governmental organization in the Kurdistan Region of Iraq (KRI), committed to protecting, empowering, and supporting the recovery and reintegration of survivors of violence and others at risk. Guided by a survivor-centered, trauma-informed approach, SEED delivers holistic services to clients, including case management, mental health, psychosocial support, legal services, cash assistance, and shelter; educates and trains KRI frontline service providers; and undertakes policy and advocacy initiatives to strengthen laws, policies, and practices and to promote social norms and behaviors affirming human rights and dignity in the KRI.

### Leadership Team

**Sherri Kraham Talabany**, President and Executive Director, Co-Founder  
**Tanya Gilly Khailany**, Vice President and Co-Founder

### Operations Department

**Neven Wali**, Senior Operations Manager  
**Mohamad Zammar**, Finance Manager  
**Lana Bapir**, HR Manager

### Programs Department

**Ailsa McVey**, GBV and MHPSS Programs and Policy Advisor  
**Kani Areef**, Director of Dohuk Programs  
**Lili Ivanova Nikolova**, Director of, Anti- Trafficking Programs  
**Lujain Moustafa Sameh Al-Ajlouni**, Program Manager, Education and Training  
**George Odhiamabo**, Protection and Service Delivery Manager  
**Nazhad Hussien**, Program Manager, Policy and Advocacy  
**Mahdi Maghdid**, Program Manager

### Board of Directors of SEED Foundation, Kurdistan Region of Iraq

**Sherri Kraham Talabany**  
**Tanya Gilly Khailany**  
**Carol Khoury Youssef**  
**Janne Botani**  
**Sara Rashid**  
**Omar Abdul Kader**

SEED for Change, a 501(c)3 non-profit organization registered in Washington, D.C., aims to increase public awareness in the United States and to raise support and funding for SEED Foundation's work in the KRI.

### Communications Department

**Lara Fatah**, Program Manager, Communications  
**Alan Miran**, Communications Design Manager

### Technical Department

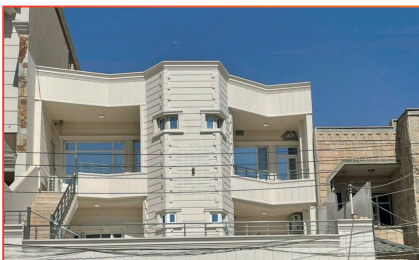
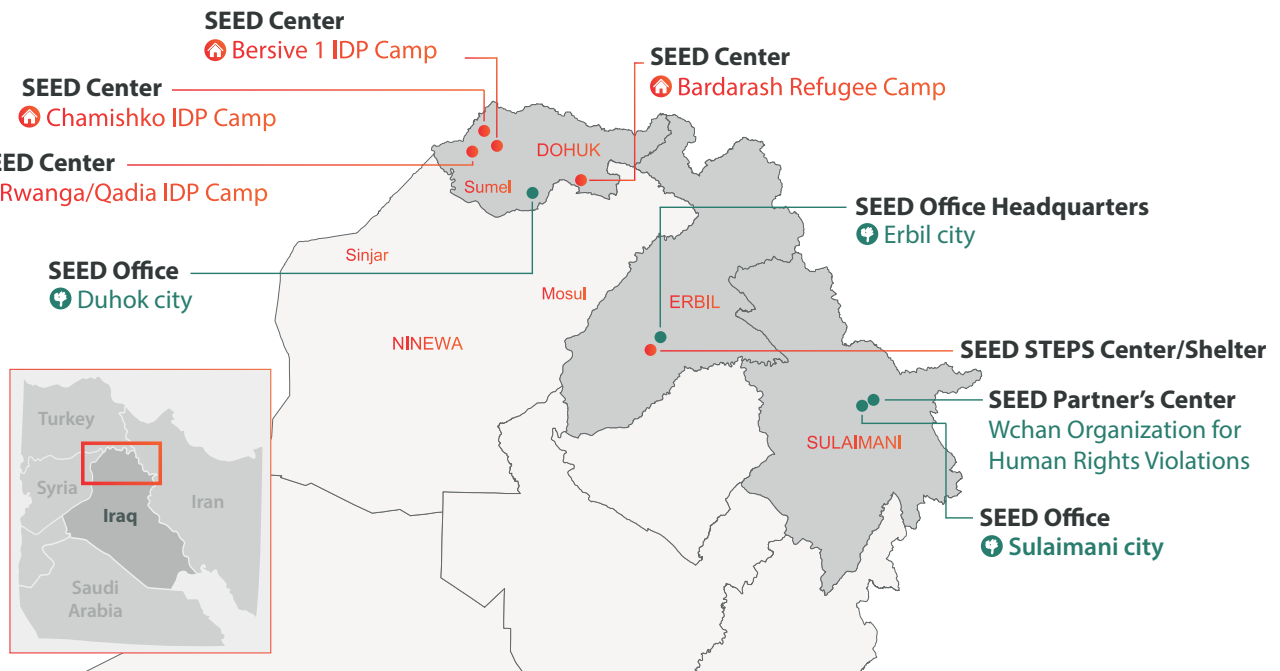
**Luana Grillo**, Technical Department Director  
**Anne Lepeelars**, Mental Health Technical Advisor  
**Joshua Lee**, Psychosocial Support Technical Advisor  
**Rewas Abdulrazzaq**, Monitoring, Evaluation, Accountability and Learning Manager (MEAL)

### Board of Directors of SEED for Change, United States

**Sherri Kraham Talabany**  
**Vincent Frillici**  
**David Tafuri**  
**Eileen Mosher Webb**  
**Fariba Jahanbani**  
**Chris Rivers**  
**Rebecca Abou Chedid**  
**Jasmine Zaki**  
**Sherizan Minwalla**

## Where We Worked

SEED provides services in Erbil, Duhok, and Sulaimani governorates, from fixed centers in camps for IDPs and refugees as well as in urban settings. SEED also supports survivors of human trafficking through its shelter. Additionally, SEED provides mobile and remote services to clients in hard-to-reach areas across the Kurdistan Region. The map below shows SEED's offices and centers.



## Populations We Support

SEED supports survivors of violence and those at risk, of all genders and ages, in the host community and among internally displaced persons, refugees, stateless persons, and migrant workers. In particular, SEED supports survivors of GBV, human trafficking, and ISIS atrocities.

## SEED by the Numbers



**3,710**

Clients served



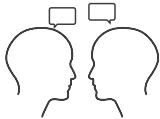
**598**

Clients received case management services



**294**

Clients received mental health services



**2,933**

Individuals participated in psychosocial support activities



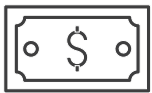
**70**

Survivors of human trafficking received shelter



**157**

Clients received legal services



**349**

Clients received an average of \$470 each in cash assistance



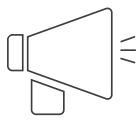
**33**

KRG frontline service providers received GBV and protection training



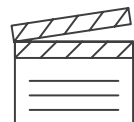
**15**

KRI journalists received training on ethical standards for GBV reporting during crises



**6**

Million people reached across multiple awareness campaigns



**27**

Short films produced for awareness-raising campaigns



**9**

Technical assistance briefs produced



**29**

Survivors of human trafficking supported with voluntary repatriation



**927**

KRI university students participated in outreach sessions on preventing sexual exploitation, harassment, and abuse



**\$164,000+**

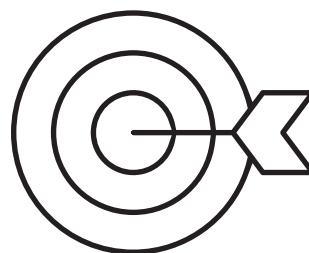
In cash assistance provided to address urgent protection needs

## | Our Approach



### | Vision

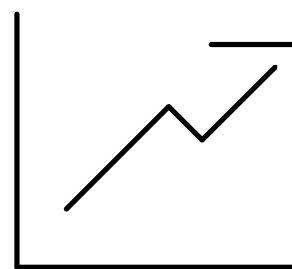
A prosperous Kurdistan with equal opportunity and protection of rights for all.



### | Mission

To protect, empower, and support the recovery of survivors of violence and others at risk.

## | Goals



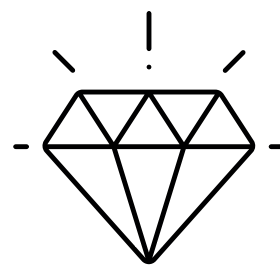
**Promoting Gender Equality and Countering Gender-Based Violence (GBV):** SEED is committed to promoting gender equality, empowering women and girls, preventing GBV, and supporting survivors.

**Strengthening Child Protection (CP):** SEED is committed to empowering vulnerable children, adolescents, and youth; protecting them from violence, neglect, abuse, and exploitation; promoting their rights; and advocating for systems which protect children; and support the recovery of survivors.

**Combating Trafficking in Persons (TIP):** SEED is committed to the protection of survivors of trafficking and those at risk, preventing human trafficking, and partnering with others to ensure a coordinated and effective response.

**Improving Mental Health and Psychosocial Well-being:** SEED is committed to improving the mental and psychosocial well-being of individuals and communities across the KRI, including those affected by conflict, and supporting the development of sustainable mental health and social service systems and structures to support vulnerable groups.

# | Values



## **Integrity**

We're committed to doing the right thing and being accountable.

## **People-focused**

We believe in equality and invest in people.

## **Impact**

We deliver quality, combining international expertise and local know-how to achieve results.

## **Teamwork**

We collaborate and believe that together we can achieve more.

## **Commitment**

We're about sustainable change, and we're here for the long run.

# | Objectives



## **Service Delivery**

Promote the empowerment and recovery of survivors of violence, including conflict, trafficking, GBV, persecution, and other human rights violations, through transformational, comprehensive care.

## **Training and Education**

Strengthen the capacity of service providers and others working on GBV, TIP, Protection, and MHPSS through education, training, and supervision programs, including through SEED's Training Center.

## **Policy and Advocacy**

Achieve sustainable structural and social change by engaging diverse stakeholders through advocacy, awareness raising, policy development, and technical assistance to strengthen protection and services for vulnerable groups and individuals.

## **Operational Excellence**

Ensure operational excellence through strengthening SEED's organizational capacity, management, and approaches.



# Service Delivery

*Meeting the needs of vulnerable people  
across Kurdistan*



## Service Delivery

*Providing transformational, comprehensive, and trauma-informed care to support the recovery of survivors of violence, including conflict, human trafficking, gender-based violence, and other human rights violations, and those at risk.*



**3,710**

clients  
provided with  
services.

**Case  
Management**

**Cash  
Assistance**

**Mental Health  
Services**

**Psychosocial  
Support**

**Legal  
Services**

**Anti-Human  
Trafficking  
Services**

SEED operated multiple centers in the KRI, providing clients and community members a safe place to receive services and participate in psychosocial support activities. These centers included one in Bersive 1 IDP camp, one in Chamishko IDP camp, one in Bardarash refugee camp, and one shelter for survivors of human trafficking.

## Case Management

Case management helps improve clients' mental health and well-being, and mitigates protection risks, particularly GBV, TIP, and child abuse. Additionally, case management interventions build upon the client's existing resilience and strengthen their resources to better respond to future challenges. Case management is typically provided over a period of three to six months, or longer as required. The case manager is a client's primary point of contact at SEED, and they collaboratively identify realistic goals and develop a care plan based on the client's needs across the following six domains of care: 1) physical health; 2) mental health; 3) protection and legal services; 4) housing and shelter; 5) economic empowerment, livelihoods, and education; and, 6) support systems.

Case managers link clients to SEED services, critical information, and support services from other organizations, government agencies, and community groups. They provide clients with emotional support and psychoeducation, especially to navigate difficult periods and feelings of isolation. Case managers also collaborate with other SEED colleagues to respond to clients who may be experiencing suicidal or self-harming ideation or are at heightened risk of violence from others. Safety planning is a critical intervention used to protect clients from harm. Similarly, case managers work with caregivers, parents, and communities to promote the safety of children facing protection risks.



# 598

SEED provided case management services to 598 clients, including 356 women, 159 men, 37 girls, and 46 boys.

## Sawsan's Story

Sawsan, a 21-year-old woman, contacted SEED for support after receiving online threats from a man who was attempting to coerce her into a sexual relationship in exchange for not publishing photoshopped pictures of her. Sawsan feared that her family would harm her if they became aware of the photoshopped pictures. Sawsan and her case manager collaboratively created a safety plan to ensure her safety if the perpetrator's threats escalated, while a SEED lawyer collaborated with DCVAW to successfully stop the perpetrator from harassing and threatening Sawsan.

## Cash Assistance

The Survivor Fund disburses cash assistance to clients receiving case management to enhance their well-being and recovery. It covers costs such as basic needs, access to livelihood opportunities, shelter for those at risk of violence, urgent medical care, transportation, and repatriation for survivors of human trafficking.



# \$164,000+

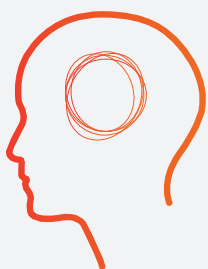
SEED distributed over \$164,000 in cash assistance to 349 clients through the SEED Survivor Fund, amounting to an average of \$470 for each client.

## Awat's Story

Awat is a Syrian refugee caring for three children as a single mother. Without a consistent income source, Awat faced the threat of eviction and did not have the money to pay for the medical care and physical therapy for two of her children with quadriplegia. She reached out to SEED for support and qualified for cash assistance, which enabled her to keep her home and obtain medical care for her children with quadriplegia. SEED also referred her children to another NGO in Erbil to receive physical therapy sessions.

## Mental Health Services

SEED provides survivor-centered and trauma-informed mental health services to individual adults and children, couples, families, and groups, to support their well-being. SEED psychologists evaluate each client using a structured clinical assessment to better understand their potential vulnerabilities, resilience, and resources. Based on the assessment, psychologists provide tailored interventions to enhance their coping mechanisms and resilience and reduce their symptoms. The interventions include traumatic stress relief, narrative exposure therapy, cognitive behavioral therapy, somatic interventions sensorimotor psychotherapy, and eye movement desensitization and reprocessing.



**294**

SEED served 294 clients with mental health services, including 161 women, 63 men, 36 girls, and 34 boys.

**161**  
Women

**63**  
Men

**36**  
Girls

**34**  
Boys

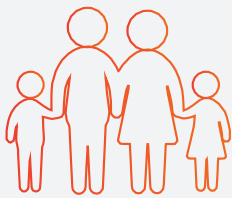
## Nagham's Story

Nagham witnessed her brother's murder by ISIS and experienced relationship difficulties with her family members, contributing to her developing anxiety, depression, and post-traumatic stress disorder. Unable to cope with the symptoms, Nagham had attempted suicide before community mobilizers put her in touch with SEED, which provided her with cash assistance. The financial support; enabled Nagham to receive external psychiatric services and medical care. A SEED psychologist provided Nagham with Cognitive Behavioral Therapy and introduced her to positive coping skills, mindfulness exercises, and stress management techniques. SEED also provided psychoeducation to Nagham's family to help them better respond to her needs. Nagham's quality of life improved by alleviating her symptoms and strengthening her ability to cope with remaining challenges. Reflecting on her progress, Nagham said, "I feel alive again for the first time in a long time."



## Psychosocial Support Activities

SEED provides community-focused, psychosocial support activities to strengthen individuals' resilience in their social environment. PSS activities range from structured recreational activities to multi-session psychoeducation modules focused on mental health, trauma, and resilience. PSS activities are designed through a process of consultation and communication with community members to meet their needs and interests. All PSS activities promote participants' social connectedness, strengthen their sense of emotional and psychological safety and well-being, and increase their skills and knowledge about critical topics and accessing resources. A mix of staff, including community mobilizers who are hired directly from the community, conduct PSS activities.



**2,933**

clients, including 991 women, 503 men, 926 girls, and 513 boys, attended PSS activities.

991 Women

503 Men

513 Boys

926 Girls

Six teenage boys sat in a circle on beige plastic chairs at the newly established SEED community center in the Bersive 1 camp on a cloudless day in February. They had just finished participating in day two of SEED's five-day PSS group promoting mental health and resilience. "We'd like to make new friends from other sectors in the camp, but it's not easy to meet them. It's good that we have activities like this," said one of the boys. "There's nothing to do after school, and we want more activities to do. Especially soccer," said another one. Although most children attend school, school hours last a half day, with students attending either morning or afternoon classes. Additionally, youth extracurricular activities are generally provided by the NGOs operating in the camp, and the supply of activities often does not meet the demand. SEED's PSS activities are run in community centers that are open five days a week, providing a safe space for women, men, girls, and boys from the camp community to come together, support each other, maintain existing connections, and form new protective relationships.



## Legal Services

SEED lawyers provide legal services to clients of all genders and ages. Lawyers provided clients legal counseling, assistance, and representation, enabling them to navigate the KRI's legal system. SEED's legal services support clients with a variety of needs, including protection from GBV, obtaining civil documentation (i.e., identification cards) to improve access to services, and responding to cyber crimes, particularly sexual harassment. Additionally, SEED advocated for and collaborated with the KRG and other relevant actors to make laws and institutions more responsive to survivors of violence and other vulnerable persons.



**157**

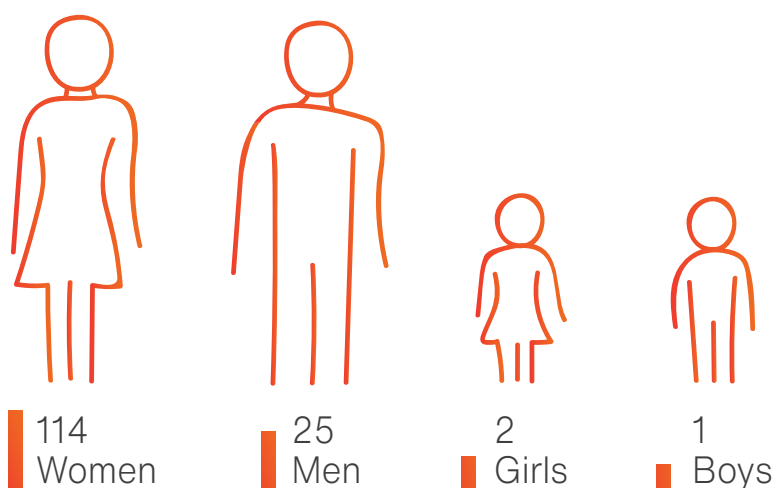
SEED provided legal services to 157 clients, including 94 women, 31 men, 16 girls, and 16 boys.

## Ahmed's Story

Ahmed, a 16-year-old, came to SEED seeking support with obtaining his Iraqi civil identification (ID) card. "I want to exist on paper to follow my dreams," Ahmed told a SEED lawyer in their first meeting. A Kurdish family had fostered Ahmed in his early childhood due to his biological family mistreating and neglecting him. Remaining undocumented precluded Ahmed from attending school and accessing other public services. The lawyer coordinated with a local hospital to locate Ahmed's biological father, who did not know Ahmed's birthdate, a requirement for obtaining documentation. The lawyer then coordinated with the hospital to arrange a medical examination to determine Ahmed's biological age. Additionally, the lawyer supported Ahmed's biological parents, who were also undocumented, to obtain their IDs and a marriage certificate, which Iraqi law requires for parents to register and obtain IDs for a child. The lawyer's coordination with Ahmed, his foster parents, his biological parents, the hospital, and the local and district courts enabled Ahmed to realize his goal of obtaining his Iraqi civil ID, removing a major barrier to pursuing his dreams.

## Anti-Human Trafficking Services

SEED's anti-human trafficking services build on long-standing collaboration between SEED and the KRG to strengthen protections for survivors and those at risk of human trafficking in the KRI. SEED's comprehensive services for survivors and those at risk includes support within the community and the provision of safe shelter at the STEPS Center, a shelter. The STEPS Center is a public-private partnership initiative between SEED and the KRG, licensed by the KRG Ministry of Labor and Social Affairs. Based on trauma-informed, rights-based, non-discriminatory, and survivor-centered principles, SEED case managers ensure each survivor has access to the specific services needed to support their recovery process, including shelter, case management, cash assistance, legal services, mental health services, and reintegration support, whether in Iraq or in their home country.



**142 survivors of human trafficking received comprehensive services, including 114 women, 25 men, two girls, and one boy from over 10 countries, in addition to survivors from Iraq.**

## STEPS Center Residents



# Terri's Story

Terri, a human trafficking survivor, was experiencing abuse and exploitation from her employer in the KRI, while the employment agency had held her passport. When she had attempted to escape from the abusive employer, Terri discovered that the employment agency, which held her passport, had closed. Lacking a work permit, shelter, passport, and the means to travel home to Ghana, the KRI's anti-human trafficking police referred Terri to the STEPS Center for support. She needed emergency travel documents and legal support to obtain an exemption from the penalties accrued due to her expired work permit. Terri's return to Ghana was delayed for over five months due to pandemic-related government office closures and flight restrictions. During her time with SEED, Terri received emotional support and learned techniques to support her to process the exploitation she had experienced, while SEED staff secured the travel documents and fees waivers for her to return home. "Looking back, I remain grateful for the assistance provided at the shelter. I cannot imagine what would have happened to me if I had remained with my abusive employer for the period of the lockdown," said Terri.

# Training & Education

*Building the capacity of service providers to serve  
those in greatest need in Kurdistan*



## | Training and Education

*Strengthening the capacity of the Kurdistan Region's frontline service providers and protection systems, including in response to gender-based violence, human trafficking, and mental health and psychosocial well-being, through training, education, and supervision programs.*

The Kurdistan Region's capacity to meet the needs of its population is stretched due to armed conflict, mass displacement, and economic instability, among other reasons. There is a critical lack of qualified professionals to respond to the needs of survivors. In addressing this need, SEED develops the capacity of government and non-government actors delivering protection services in the KRI, including GBV, MHPSS, and anti-human trafficking services, through training, education, and capacity building programs.

Throughout 2020, SEED strengthened the capacity of KRI service providers working directly with survivors through long-term and short-term training initiatives. In response to the COVID-19 pandemic, SEED transitioned its existing comprehensive protection and GBV training program to online, thus continuing to provide this much needed capacity development initiative. Additionally, the remote training modality expanded the number of participants from across the KRI.

## Supporting GBV Survivors through Training Frontline Workers across the KRI

SEED conducted two remote protection and GBV training programs for 33 staff from DCVAW and MOLSA, including 16 women and 17 men, who work as law enforcement officers, social workers, case managers, and psychologists. Participants were selected from Sulaimani Governorate, and the administrations of Garmiyan and Raparin, highly underserved areas with some of the highest rates of GBV incidents. SEED's intensive and interactive training programs consisted of three weeks of remote classroom instruction, delivered over a period of four to six months, integrating hands-on coaching in a group and individually, allowing them an opportunity to apply their new knowledge and skills in the field with ongoing support. Participants received on-the-job capacity development from SEED's experts through site visits and online individual and group coaching sessions and assignments.



## Supporting Ethical Journalism

SEED and the United Nations Population Fund (UNFPA) jointly trained 15 Kurdish journalists on ethical guidelines for reporting on GBV in the KRI, conducted fully in Kurdish by native Kurdish-speaking trainers, making it the first GBV ethical guidance training offered fully in Kurdish in Iraq. The four female and eleven male journalist participants worked for 12 different media outlets and were from Erbil, Duhok, Sulaimani, Halabja, and Ninewa governorates. SEED also provided the Kurdish written translation of UNFPA's "Reporting on Gender-based Violence during Public Health Crises" guidance for journalists which is an integral resource to promoting gender-sensitive journalism in the KRI.



## Improving Protections for TIP Survivors

SEED conducted in-depth interviews with the six regional directors of the anti-TIP police units in Erbil, Dohuk, Sulaimani, Garbiyan, Raparin, and Halabja to inform and strengthen SEED's capacity development and technical support initiatives. The interviews assessed the current operations of the police units; identification, investigation and prosecution of trafficking in persons; and training needed to improve the response to survivors of trafficking and better implement the KRI's 2018 Anti-Human Trafficking Law. SEED used the results of the interviews to design a full training package for anti-trafficking government personnel and identified key areas where SEED could provide technical assistance. This technical assistance advanced the KRG's trafficking in persons victim screening and identification process, strengthened referral processes, and enhanced coordination among agencies responding to human trafficking. SEED's technical support to the anti-TIP police has led to improved protection, support, and care for survivors of trafficking which will continue beyond provision of the full training in 2021.

## Strengthening the Skills of Kurdistan's Social Workers

SEED began a partnership with Salahaddin University in Erbil to strengthen its social work program, which is one of the only social work programs in all of Iraq. Through this collaboration, SEED will enhance the curriculum with content relevant to the context, support faculty members through training, and improve students' access to additional practicum opportunities so they are better equipped to serve survivors of conflict and GBV in the KRI upon graduation.



*KRG officials supported SEED in launching training programs for their staff.*

# 75

## Officials Trained

SEED launched a new round of GBV and Protection Training Program for staff from the Directorate of Combating Violence Against Women and Families (DCVAW) and Ministry of Labor and Social Affairs (MOLSA) for 75 participants from Sulaimania, Bakrajo, Chamchamal, Darbandyxan, and Said Sadiq.

## Quotes from training programs participants

“

In the training provided by SEED and UNFPA, I've learned that as a journalist, I should avoid interviewing GBV survivors directly, even virtually, because I risk re-traumatization and spreading COVID-19.

*- Participant of the SEED-UNFPA ethics training for KRI journalists.*

”

“

It was the first time I've participated in such an extensive training course. It was interactive and engaging, and the capacity development and coaching sessions were something new to me and I found them very useful.

*- KRG social worker participant of SEED's GBV and protection training*

”

# Policy & Advocacy

*Strengthening rights and protections for the most  
vulnerable people in Kurdistan*



## **| Policy and Advocacy**

*Increasing protections for survivors of violence and those at risk through research and analysis, strengthening government policies and protections, practical tools and recommendations, advocacy, awareness-raising, and social change.*

SEED works with some of the most vulnerable people in the world. Our goal is to increase protections and services for survivors of violence and those at risk by promoting gender equality and countering gender-based violence; strengthening child protection; responding to human trafficking; and improving mental health and psychosocial well-being. SEED pursues these goals through hard-hitting research and analysis, practical tools and recommendations, strengthening government policies and protections, advocacy, awareness-raising, and social change.

### **What We Do**

Promote Gender  
Equality and work to  
combat GBV

Combat Human  
Trafficking

Improve Mental Health and  
Psychosocial Well-being

Strengthen Child  
Protection

## Promoting Gender Equality and Countering Gender-Based Violence

Violence against women and girls in the Kurdistan Region is endemic, taking place at homes, work places, schools, and other spaces. The United Nations estimates that up to 50% of women in Iraq face violence in their homes. To support the rights and well-being of women and girls in the Kurdistan Region, SEED pursues the following goals: working for gender equality and reducing violence against women and girls; preventing sexual exploitation, harassment, and abuse; combating domestic violence; and, strengthening protections and services for vulnerable groups and GBV survivors.

### SEED implemented the following initiatives in 2020:

- SEED's campaign on preventing sexual exploitation, harassment, and abuse reached 2.58 million people.
- SEED held its Art of Equality Competition during the 16 Days of Activism against Gender-Based Violence in November and December to encourage positive and empowering portrayals of women and girls in the KRI.
- SEED provided technical analysis and recommendations to the KRG on revisions to the KRI Domestic Violence Law.
- SEED supported the Civil Development Organization's Kurdistan Media Code of Ethics initiative.
- SEED published and launched the Reintegration of Female Survivors of ISIS paper and conducted workshops and awareness raising events about the topic.

## Combating Human Trafficking

Iraq and the KRI are a source, transit, and destination for human trafficking. To foster change in this area, SEED conducts analysis and research on human trafficking in the KRI; advocates for human trafficking survivors and those at risk; strengthens government protections and justice reforms; and advocates for effective implementation of existing laws and regulations countering trafficking.

### SEED implemented the following initiatives in responding to human trafficking:

- SEED strengthened the implementation of the KRI's Anti-Human Trafficking Law by developing the technical capacity of KRG service providers, including the Directorate of Combating Human Trafficking and the six combating human trafficking police units, to more effectively respond to human trafficking.
- SEED's anti-human trafficking awareness-raising campaign in January reached 80,000 people, improving understanding of trafficking-related exploitation and the protections and services available for survivors.
- SEED collaborated with Rudaw, the largest KRI media outlet, to publish an in-depth series examining human trafficking in the KRI.

## Improving Mental Health and Psychosocial Well-being

The COVID-19 pandemic increased the urgency of increasing awareness on mental health issues and promoting self-care in the KRI. SEED supports the development of a sustainable model of mental health and psychosocial well-being through the following mechanisms: advocating for equitable and sustainable quality mental health care; standardizing MHPSS care across the KRI; providing training to non-government and government actors to develop local capacity and the quality of services; and leading the mental health strategy in Duhok governorate as co-chair of the MHPSS Working Group.



SEED implemented the following initiatives in 2020 to foster durable changes in this critical public health area:

- SEED's Coping with COVID-19 campaign, which featured the Breathe with SEED video series, reached over 2.48 million people, promoting self-care techniques during large-scale movement restrictions to contain the spread of the COVID-19 pandemic.
- SEED developed posters and videos for frontline healthcare workers to help them identify mental health symptoms in their patients, and make appropriate referrals.
- SEED co-chaired the Duhok Mental Health Sub-Working group with the Duhok Directorate of Health.
- In partnership with and endorsement from the Duhok Directorate of Health, SEED developed a ten-year MHPSS Strategy Framework for Duhok governorate.
- The Duhok Directorate of Health and the Mental Health Sub-Working groups in Duhok and Sulaimani adopted SEED's MHPSS Standard of Care document.

2.5  
million +

SEED's video campaign on preventing sexual exploitation, harassment, and abuse reached 2.58 million people.



SEED published research reports on the needs of survivors of ISIS, making recommendations to improve policy and practice.



Children Born of the ISIS War

SEED Foundation



January 2020



Supporting the Reintegration and Recovery of Former Child Soldiers in the Kurdistan, Iraq

SEED Foundation



2020



Supporting the Reintegration and Recovery of Female Survivors of ISIS in Kurdistan, Iraq

SEED Foundation



2020

# SEED in the Media



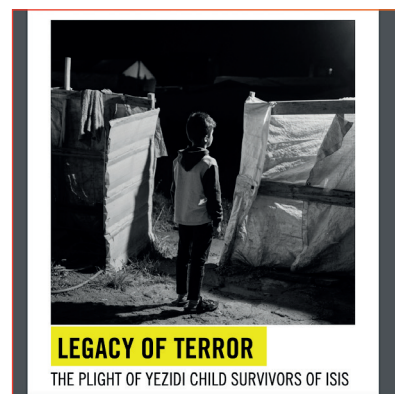
## Al-Monitor - New Jersey woman takes on traffickers in Iraq's Kurdistan region

[Al-Monitor, February 13, 2020, Sherri Kraham Talabany, New Jersey woman takes on traffickers in Iraq's Kurdistan region](#)



## Georgetown - Mental Health and Psychosocial Support in Iraq: Challenges and Solutions

[Georgetown Journal of International Affairs, July 27, 2020, Anne Lepelaars, Mental Health and Psychosocial Support in Iraq: Challenges and Solutions](#)



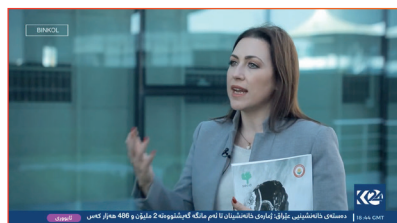
## Amnesty - LEGACY OF TERROR THE PLIGHT OF YEZIDI CHILD SURVIVORS OF ISIS

[Amnesty International, July 30, 2020, Sherri Talabany, Kani Areef, Turin Mustafa, Legacy of Terror The Plight of Yazidi Child Survivors of ISIS](#)



## Rudaw - Human trafficking on the rise in Kurdistan Region

[Rudaw English, July 31, 2020, Caleb Odhiambo, Human trafficking on the rise in Kurdistan Region](#)



## Kurdistan 24 Tv - Modern Socialising

[K24, December 6, 2020, Sherri Kraham Talabany, What is Modern Slavery?](#)



## Rudaw Radio - Sexual Exploitation, Harassment, and Abuse

[Rudaw Radio, December 19, 2020, Tanya Gilly Khailany, Using social media and phones to sexually and mentally harass people, especially women.](#)

## Speaking Events



### Middle East Research Institute (MERI)

Sherri Kraham Talabany, September 15-17, 2020, | 2020 Meeting on Education, Resilience, Respect, and Inclusion



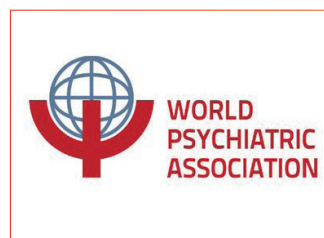
### The High Council of Women Affairs

Sherri Kraham Talabany, November 10, 2020, | 20th anniversary UN Security Council Resolution 1325, on women, peace, & security | High Women Council



### Aurora

Sherri Kraham Talabany, November 18-30, 2020 | Aurora Prize Expert Panelist | Aurora



### World Psychiatric Association (WPA)

Sherri Kraham Talabany, December 10-12, 2020 | Thematic Congress on Psychological Trauma | WPA



# The Art of Equality

Positive and Empowering  
Portrayals of Women and Girls

## Art of Equality Competition

Ninety-two young artists participated in SEED's first 'Art of Equality' competition, marking the 16 Days of Activism against Gender-Based Violence. The initiative promoted gender equality and the positive portrayal of women and girls in the KRI, reaching over 250,000 people.

The panel of judges, consisting of 13 diplomats, KRG officials, and KRI activists and renowned artists, reviewed their works and selected Mariam Adamat's painting, *Jin, Jiyan, Azadi* [i.e., *Woman, Life, Freedom*], as the winner. In contextualizing her painting, Adamat said, "I made this artwork to symbolize the power of women and how they are the backbone of our country. This piece shows a woman holding the Citadel [of Erbil] on top of her head instead of a fruit basket, to symbolize that women give life to us and nurture us." In recognition of this painting's powerful message of gender equality, it is the cover image for this report.

# Operational Excellence

*Ensure operational excellence through strengthening  
SEED's organizational capacity, management, and  
approaches.*

## | Operational Excellence

*Ensuring SEED's programs and staff have are supported through efficient and effective operational and administrative capacity, and investing in our workforce.*

Monitoring, Evaluation, Accountability, and Learning (MEAL): The MEAL Unit supports the delivery of impactful, cost-effective, and equitable programming, using qualitative and quantitative data collection and reporting. Using an in-house assessment tool, the MEAL Unit assesses each client's well-being at intake and every three months thereafter until their case is closed. The unit also conducts a client satisfaction exit interview for each client. Additionally, the unit conducts spot checks by interviewing random client samples, evaluating service quality and identifying areas for improvement, as well as eliciting additional feedback from recipients of the Survivor Fund. For psychosocial support activities, the unit conducts regular focus group discussions, in collaboration with the technical and programs teams. The unit also conducts participatory and rapid assessments to ensure that activities and program design and implementation reflect community needs and preferences. The MEAL unit monitors the impact of SEED's training programs by conducting preliminary and post assessments with participants at the beginning and end of each cohort's session as well as through final tests to measure increase in knowledge. In addition, the MEAL unit conducts focus group discussions and evaluation surveys with participants to measure the impact of the training on their job skills, knowledge, and overall performance.





## Staff Capacity Development

SEED values continuing training and education of our service providers as part of effectively serving our clients. Therefore, SEED designed and launched SEED Academy in December 2020 to continue developing the professional capacity of our service providers. The forty-session program equips all service delivery staff with the core knowledge and skills to do their work well. Graduates can then take specialized level-two modules and courses, further enhancing their knowledge and skills based on their areas of work, experience, and position. 31 staff from SEED's Duhok team participated in the December inaugural cohort.

## Staff Well-being

SEED's staff well-being program encourages staff to prioritize their well-being, learn how to prevent and cope with stress, and effectively connect with colleagues. In response to the COVID-19 outbreak, SEED adapted the well-being program to be delivered remotely and put extra measures in place to take care of staff during this challenging time. SEED supported the needs of staff working remotely in various ways to stimulate and maintain strong social connections, such as providing internet credit, encouraging the use of individual support sessions with SEED's external counselors, and organizing remote recreational activities. Other remote activities promoting well-being included weekly emails with tips on stress management, weekly meditation sessions, and yoga classes. SEED's service delivery staff, who work directly with survivors of trauma, participated in regular staff-care and debrief sessions to promote their resilience and prevent burnout. In addition, all service delivery staff received individual and group supervision to support them in their roles.



## **| Programs**

SEED implemented seven programs in 2020, funded by the U.S. Department of State, the Government of Netherlands, the U.K. Foreign, Commonwealth & Development Office, and the German Society of International Cooperation (GIZ). Additionally, several private foundations and individuals provided generous in-kind and cash donations, augmenting SEED's capacity to effectively support survivors and those at risk of violence.

**The U.S. Department of State, Bureau of Population, Refugees, and Migration** funded the "Strengthening Protection, Empowerment, and Advocacy for the Rights of Survivors of GBV and Conflict-Affected People" program, which improves access to protection services for survivors, at-risk individuals, and conflict-affected people, develops the capacity of local service providers, advocate for improved protections, and raises awareness of GBV. The period of implementation is September 2019 to August 2021.

**The U.S. Department of State, Bureau of Democracy, Human Rights, and Labor** funded the "Advancing Human Rights in Iraq" program, which focuses on the rehabilitation, reintegration, and protection of children and youth exposed to violent and extremist ideology, including child survivors of ISIS captivity, and advancing the rule of law in the KRI. The period of implementation is September 2020 to March 2022.

**The U.S. Department of State, Office to Monitor and Combat Trafficking in Persons** funded the "Protection of Survivors of Trafficking" program, which focuses on protecting survivors and those at risk of TIP survivors through the provision of specialized shelter and aftercare services, capacity development for dedicated governmental offices, and awareness-raising campaigns to the general public on how to prevent and respond to TIP. The period of implementation is March 2020 to October 2021.

**The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)** funded the "Protecting and Empowering Survivors of Gender-Based Violence in the Kurdistan Region of Iraq" program, which focuses on strengthening the capacity of anti-GBV service providers. In addition, the program is dedicated to the delivery of quality, holistic MHPSS and protection services to GBV survivors and those at risk. The period of implementation is November 2020 to April 2022.

**The Government of Netherlands** funded the "Strengthening Protection for People at Risk of GBV in the KRI" program, which focuses on providing MHPSS services to GBV survivors and people at risk, in addition to developing the capacity of frontline service providers. The period of implementation is December 2019 to June 2021.

**The Government of Netherlands** funded the "Shelter for Survivors of Trafficking in Persons" program, which focuses on protecting TIP survivors and those at risk through the provision of specialized shelter and aftercare services. The period of implementation is December 2020 to November 2021. The U.K. Foreign, Commonwealth & Development Office funded the "Preventing Sexual Harassment, Abuse, and Exploitation of Adolescent Girls and Young Women in the Kurdistan Region of Iraq" program, which protected girls and young women by reducing their vulnerability to harassment, abuse, and exploitation, and increased their access to protective services. Tailored messaging campaigns raised awareness among women and girls of sexual abuse and sexual harassment, available legal and other protection services, and promoted positive attitude shifts among men and boys. The period of implementation was July 2019 to February 2020.

## Looking Ahead

SEED remains committed to supporting vulnerable and at-risk populations throughout Kurdistan in the locations where we currently work as well as expanding to new areas in need. In the first half of 2021, SEED will open three new centers; one in Qadia camp for internally displaced persons, one in Dohuk city, and one in Erbil city. We also aim to establish services in Sulaimani governorate in the fall of 2021 to deliver survivor-centered and trauma-informed services to survivors of GBV and human trafficking. To strengthen protection services, SEED will continue training staff from the Directorate of Combating Violence Against Women and Families (DCVAW), the Ministry of Labor and Social Affairs (MOLSA), and anti-trafficking in persons (TIP) police units on responding to GBV, providing protection, and making referrals in addition to a new child protection training program. Moreover, SEED will conduct an analysis of the laws and legal articles related to GBV and protections which are available in the KRI and Iraq; the status of children born of war; and the current status of child soldier recruitment under KRI and Iraqi laws.

## Partners

SEED is committed to building networks of relationships and partnerships with governments, international and local NGOs, and other actors. Through collaboration, we can best support survivors and those at risk, and provide robust solutions to the challenges facing the KRI. SEED's partners are listed below:

- Kurdistan Regional Government
- Ministry of Interior - KRG
- Ministry of Labor and Social Affairs - KRG
- Ministry of Health - KRG
- Ministry of Higher Education - KRG
- Directorate of Combating Violence against Women and Families - KRG
- Directorate of Anti-Trafficking in Persons - KRG
- Koya University
- Salahaddin University - Erbil
- United Nations Population Fund (UNFPA)
- Wchan
- Work Well
- Lemon Tree Trust



# | Financial Report

## Income

	Year 2020
Grants, Fundraising, and Donations	
Grants	3,838,527
Donations and Fundraising	407,750
In-Kind Donation	25,600
Total Grants and Donations	4,271,877
Previous Years balance carried forward	237,558
<b>Total Income</b>	<b>\$4,509,435</b>

## Expenses

	Year 2020
Salaries and Fringe Benefits	3,105,821
Travel	170,404
Equipment	-
Supplies	55,626
Contractual	-
Sub-Grants	31,859
In-Kind Donation	-
Consultancy and Professional Fees	28,751
Other Direct Costs	-
1- Education and Training	45,16
2- MHPSS Service Delivery	126,064
3- Anti Trafficking Shelter	166,641
4- Policy and Advocacy	10,011
5- Operations	546,092
<b>Total Expenses</b>	<b>\$4,286,437</b>
Amount carried forward for next year	222,998

## | Our Donors

### **\$3,000,000+**

United States Department of State

### **\$250,000**

Amanj - Anonymous Donor

### **\$150,000+**

Government of the Netherlands

### **\$100,000+**

Kurdistan Regional Government -  
Anti-Trafficking in Persons Fund  
Dr. Mirza Dinnayi - "Aurora Prize"

### **\$50,000+**

Deutsche Gesellschaft für Internationale  
Zusammenarbeit (GIZ)

### **\$20,000+**

United Kingdom Foreign, Common-  
wealth & Development Office  
Wachs Family Fund (Rockefeller Phi-  
lanthropy Advisors)  
Government of Canada  
Mercury One

### **\$10,000+**

Sidar Holding/ Jutyar Botani

### **\$5,000+**

Premier Pathfinder Co.  
ZHO-UNFPA

### **\$3,000+**

Laura Ann and Asad Said Khailany

### **\$1,000+**

Loic Jacquet  
Phyllis Jacobson-Kram  
Bruce Khailany







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