



Connecting with Lived Expertise

An Engagement Initiative for the
Australian Antislavery Sector



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the lands on which we gather, read, or speak from; the unbroken caretakers of Country, culture, and community and we further recognise the continuing connection to those lands, waters, and communities.

We pay our deepest respects to Elders past and present and extend that respect to all First Nations people.

A message from Matilda

Survivor Connections' Director of Business Operations

As a proud Wiradjuri woman, I honour the truth of our history, one that carries deep scars and yet endures with strength, wisdom, and resilience.

The impacts of modern slavery, domestic and financial abuse, and the forced removal of our children are not just personal experiences for me; they are woven into the generational trauma that too many of our people continue to carry.

The pain of having my own children taken was not an isolated moment, it was an echo of policies and systems that have long sought to fracture our families and our identity. But we are still here. Our voices remain strong.

Our people have always known that healing is found in connection – to land, to story, to each other.

Storytelling is more than the words we speak; it is how we pass down knowledge, bear witness to truth, and continue to create change. It is through sharing these truths, through listening and learning, that we walk forward together.

This work, this framework, is a step toward justice, but more importantly, it is a step toward healing. We must stand together, not just in policy but in practice, honouring the strength and survival of those who came before us and those who continue to rise.

May we walk this journey with open hearts, deep respect, and a commitment to building a future where no more children are lost, where no more families are broken, and where healing is not just hoped for, but made real in community.

Other Acknowledgements

We extend our sincere gratitude to the Survivor Connections members whose lived expertise and contributions shaped this work.

We also gratefully acknowledge Survivor Connections' ally advisors for their support with branding and formatting, and for their collaboration in piloting several tools from this initiative in project work.



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ABOUT SURVIVOR CONNECTIONS

Survivor Connections was established by survivors of modern slavery in Australia in February 2023. The organisation was founded in response to a critical need for peer connection, independent survivor advocacy, and support in navigating the often-fragmented service systems in long-term journeys of recovery.

In March 2025, Survivor Connections launched *Relational Remedy: A Peer Support Framework for the Australian Antislavery Sector*. The Framework formalised Survivor Connections' evidence-based approach to providing peer support, to assist in recovery from experiences of modern slavery.

As Survivor Connections has grown, it is contributing to the development of an independent, survivor-led movement in Australia. Through peer connection, survivors have found not only mutual support and understanding, but opportunities to reclaim voice, agency, and confidence. These relationships have supported healing while also enabling survivors to recognise the value of their lived experience as *expertise*.

Survivor Connections is committed to building pathways that honour lived experience, strengthen individual and collective voice, and create the conditions for survivors to engage as equals. This includes engagement not only in healing spaces, but also in shaping the policies, practices, and systems that affect their lives.

CONNECTING WITH LIVED EXPERTISE

Why was this initiative developed?

In providing peer support, Survivor Connections has observed that limited opportunities to rebuild social connections or achieve financial stability continue to undermine survivors' recovery and can contribute to re-victimisation. We have found critical gaps in access to professional development, trauma transformative work environments, and pathways to a sustainable income.

Opportunities to address these gaps have begun to emerge through the growing interest in integrating lived expertise into antislavery efforts in Australia. Survivor Connections believes that responding to this interest can contribute to economic empowerment of survivors and ensure that lived expertise informs effective anti-slavery responses across the sector.

A growing community of survivor advocates is seeking meaningful ways to contribute and build their professional capacity. At the same time, business, government, and non-government entities are looking for safe and effective ways to engage with people who have lived expertise.



Who is this initiative for?



Survivor Consultants

For independent survivor advocates seeking to contribute their lived expertise to anti-slavery efforts in a supported and professional way



Engaging Entities

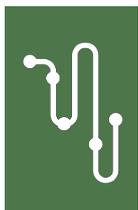
Businesses, government agencies, service providers or other organisations seeking to integrate lived expertise in their work

What is the *Connecting with Lived Expertise* initiative?

The *Connecting with Lived Expertise* initiative builds on Survivor Connections' core functions and extends them beyond internal, survivor-to-survivor support. It provides defined processes for survivors to share their lived expertise and contribute to advocacy, service improvement, training, policy development, and broader anti-slavery efforts. This initiative positions survivors as leaders both within their own community and across the wider sector. It helps ensure that lived expertise meaningfully informs systems change.

The *Connecting with Lived Expertise* initiative centres a *relational approach* to foster transparent, collaborative processes and promote ethical and trauma-transformative engagement practices.

The *Connecting with Lived Expertise* initiative includes:



A Development Pathway

A structured training and accreditation pathway that supports survivors to build their professional practice and prepares them for a range of engagement opportunities.



Practice Resources

A suite of frameworks, templates, and tools to support professionalised and ethical integration of lived expertise into anti-slavery responses.



An Engagement Network

A network that connects survivor consultants with meaningful engagement opportunities aligned to their expertise, interests, and availability.



How does *Connecting with Lived Expertise* support Survivor Connections' functions?

The *Relational Remedy Framework* established Survivor Connections' four core functions for delivering intentional, structured peer support as:

FUNCTION 1	The provision of resources in form of information and lived expertise
FUNCTION 2	Providing referrals to supports and services
FUNCTION 3	Providing practical and emotional support
FUNCTION 4	Providing opportunities for social connection

Figure 1: Survivor Connections' functions





The *Connecting with Lived Expertise* initiative supports Survivor Connections' four **core functions** in the following ways:

Function 1 - RESOURCE

The **Professional Development Pathway** aligns with Survivor Connections' resource function, by providing access to tailored training, skills development, and accreditation across two streams:

1. *Relational Remedy* (For the provision of peer support)
2. *Connecting with Lived Expertise* (For the sharing of lived expertise)

The training and accreditation modules offered through the Development Pathway support participants to build learned expertise and develop skills to share lived expertise effectively. It provides information and capability development opportunities to support effective, and sustainable engagement across a range of professional contexts.

The **Practice Resources** provide survivors and engaging entities with practical tools, templates, and guidance to support ethical, trauma-transformative, and consistent engagement practices.

Function 2 - REFERRAL

The **Engagement Network** provides a platform for survivor consultants to connect with entities seeking lived expertise. It operates through two complementary steps: the Ethical Enquiry Form, completed by engaging entities to outline the purpose and scope of the engagement, and the Expression of Interest, submitted by survivor consultants to communicate how the opportunity aligns with their skills, interests, and wellbeing needs.

Function 3 - SUPPORT

The *Connecting with Lived Expertise* initiative strengthens the relational foundations of ethical engagement by offering peer support to both survivor advocates and engaging entities.

- **For Survivor Consultants:** support focuses on building confidence, developing skills, and navigating relational challenges shaped by trauma.
- **For Engaging Entities:** support emphasises adopting trauma-transformative practices and fostering respectful, trust-based relationships.

Function 4 - SOCIAL

The **Engagement Network** provides opportunities for survivors to develop their professional identity, form peer and professional connections, and participate in opportunities that foster visibility, and influence in antislavery efforts.



Supporting Survivor Connections' outcome targets

The *Connecting with Lived Expertise* initiative supports Survivor Connections' six target outcomes, as set out in the *Relational Remedy Framework*. It contributes to these outcomes for survivors in the following ways:

1

Meet core needs: By building skills and expanding access to training and paid work, helping survivors work toward economic empowerment.

2

Provide hope: By providing opportunities to contribute to change in the very systems that have caused harm.

3

Promote recovery: By offering practical steps towards self-determined goals professionally and personally.

4

Facilitate relational healing: By supporting the development of skills needed to build healthy, effective relationships in professional settings.

5

Affirm dignity: By recognising survivors as experts with meaningful contributions, rather than centring only their trauma.

6

Develop functional autonomy: By enabling survivors to design self-determined pathways to professional growth and empowerment.



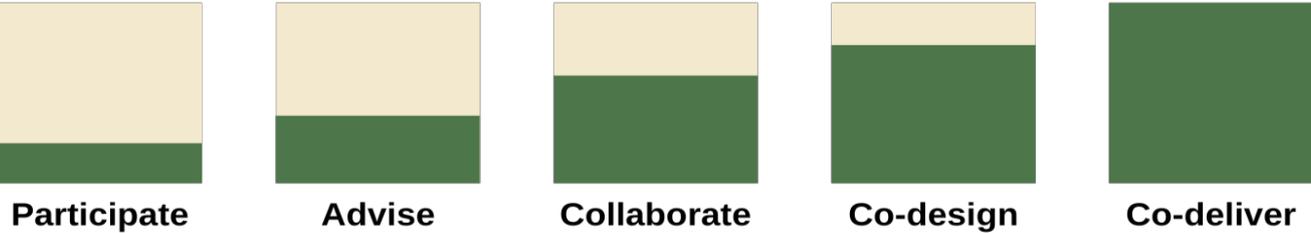
CONNECTING WITH LIVED EXPERTISE - FRAMEWORK

Levels of engagement

For the purposes of this initiative, 'to engage' refers to participating or becoming involved in a process. It inherently requires interaction between two or more parties. At Survivor Connections we believe that 'engagement' with people with lived experience is not a homogenous undertaking. It requires making space for participation at different levels and recognising the many ways people contribute and connect.

The 'Levels of engagement'ⁱ scale represents a spectrum of contribution based on levels of inclusion, ranging from more consultative to more collaborative approaches. Survivor Connections uses this as a framework to provide shared language to describe the diverse ways lived expertise can be integrated into antislavery efforts.

Figure 2: Levels of engagement¹



PARTICIPATE	At the entry level of engagement, participation may simply involve attendance or taking part in an activity
ADVISE	Advice is offered to shape decisions or strategies.
COLLABORATE	Contribution is made to deliverables and outputs
CO-DESIGN	Lived expertise shapes planning and design
CO-DELIVER	Lived expertise is implemented throughout design, delivery, and evaluation.

¹Lamb, K., Demebele, L., Nina, F., Fiona, A., & Hegarty, K. (2023) *An Australian Framework for the ethical co-production of research and evaluation with victim survivors of domestic, family, and sexual violence*. University of Melbourne, Safer Families Centre.



Connecting with Lived Expertise: The Development Pathway

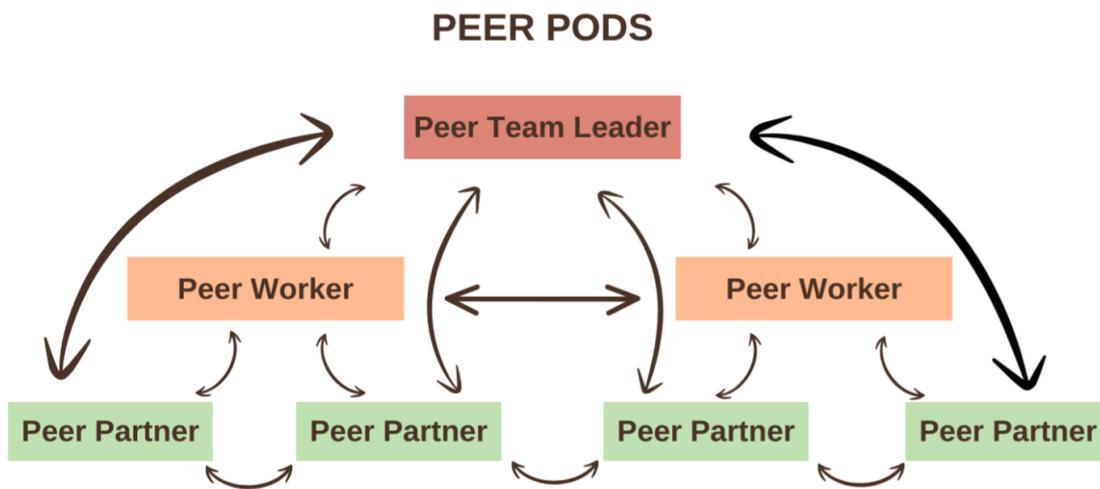
To ensure that participants have the knowledge and skills needed at each level of engagement, Survivor Connections is working with funding partners and training providers to deliver a structured Development Pathway. This will be delivered through individualised e-learning portals and provide survivor advocates with tailored training modules, skills development, and accreditation processes across **two streams**:

Stream 1: Relational Remedy stream – Providing peer support

Under the *Relational Remedy* Framework, the provision of peer support is intentional and reciprocal, delivered within a defined scope across Survivor Connections’ four core functions. It is supported by training and guidance across three levels of participation

Levels of participation: Peer partner, peer worker, peer team leader

Figure 3: Peer Pod Structure²



**Level 1:
Peer Partners**

Peer partners complete the onboarding process (Participation and Wellbeing Plans) to participate in peer activities, such as a peer pod, in-person sessions, online support groups.

**Level 2:
Peer Workers**

The mandatory and foundational training to provide peer support to within a peer pod.

**Level 3:
Peer Team Leaders**

Additional training for expanded responsibilities, including referral functions, responding to and managing critical incidents, and contributing to monitoring and evaluation processes.

² Survivor Connections. (March, 2025). *Relational Remedy: A peer support framework for the Australian Antislavery Sector*. Survivor Connections, Sydney, Australia.



Stream 2: Connecting with Lived Expertise – Sharing expertise

In this stream, the Development Pathway provides opportunities for training and accreditation across five levels to prepare survivor consultants to contribute lived expertise in professional contexts.

Levels of accreditation: Participate, Advise, Collaborate, Co-design, Co-delivery

Level 1: PARTICIPATE

In this level, foundational modules foster an understanding of antislavery responses (legislation and policy), principles for ethical storytelling and empowered advocacy, practices to sustain personal wellbeing, and basic financial literacy for sole traders and consultants.

Level 2: ADVISE

This level focuses on developing the skills to translate lived experience into expertise, including digital literacy and safety, advocacy strategies, skills to prepare for consultations and provide written feedback.

Level 3: COLLABORATE

At this level, training is designed to build collaborative capability, including interpersonal and team-based skills, reflective practice, and foundational public speaking and media engagement capabilities.

Level 4: CO-DESIGN

This level focuses on developing more advanced professional communication and community-building skills, including project and budget management, trauma-transformative practice in leadership, and event planning.

Level 5: CO-DELIVER

In this level, training supports co-delivery and leadership skills, including facilitation of workshops and project activities, development of deliverables, mentoring skills, implementing monitoring and evaluation processes, and the development of more advanced public speaking and media engagement capabilities.



Connecting With Lived Expertise: Practice Resources

Survivor Connections supports survivor consultants and engaging entities to apply the Levels of engagement framework in practice through a suite of tools, templates, and guides.

There are three key resources that Survivor Connections is publishing for the initiative:

Key resources

1. Remuneration Resource	A practical resource to identify engagement levels across a range of activities and determine fair remuneration. It also provides an Engagement Packages list and payment processes support.
2. Ethical Enquiry template	A template that can be used by engaging entities to present clear, transparent information about an engagement to support informed consent processes for survivor consultants.
3. Expression of Interest template	A template allowing survivor consultants to express interest in opportunities and share strengths, experience, and support needs with engaging entities.

Additional resources

The *Connecting with Lived Expertise* initiative also includes a suite of *additional practical resources*.

These additional resources and tools are available to survivor consultants through the Development Pathway, and to engaging entities via training workshops. On completion of the relevant training, the resources are shared with participants to support ongoing, ethical, and trauma-transformative practice.

The tools are designed to be used by survivor consultants and engaging entities to support informed decision-making, wellbeing, safety, and effective collaboration across all levels of engagement.



These additional resources include:

Resources for both Survivor Consultants and Engaging Entities	
Creating Safety Resource	A resource outlining the Brave Space Guidelines and a Community Standards Agreement for participants to support safe, respectful, and accountable engagement practices.
Trauma Transformative Resource	A resource supporting a relational approach to practicing in ways that foster healing. It includes foundational information to help recognise and respond to the impacts of trauma, along with practices that consider trauma responses when obtaining consent and maintaining privacy and confidentiality.
Continuous Improvement Guide	A trauma-informed reflective practice tool that supports ongoing learning and continuous improvement in engagement. It also includes a grievance mechanism to resolve conflict and raise concerns.
Resources for Survivor Consultants	
Wellbeing Plan template	A template to create a personalised plan to identify supports, strategies, and boundaries that promote wellbeing during engagement.
Personal Risk Assessment tool	A tool to consider personal, emotional, and practical risks and determine what may be needed to mitigate or manage them.
Invoice template	A template that can be used to create invoices for payment.
Engaging Entity Feedback form	A form to provide feedback on an engagement activity to support learning and continuous improvement for engaging entities
Resources for Engaging Entities	
Engagement planning checklist	A checklist that serves as a guide for planning the engagement process and activity.
Survivor Consultant Feedback form	A form for engaging entities to provide feedback on an engagement to support learning and professional development for survivor consultants.

If you are interested in accessing these additional practice resources, please contact us at ask@survivorconnections.org.



Connecting with Lived Expertise: The Engagement Network

The Engagement Network supports survivor consultants to build a professional profile and connect with engagement opportunities aligned with their lived experience, strengths, and areas of interest.



Survivor Consultants who participate in the Network are not employees or consultants of Survivor Connections. Rather, they are consultants who independently manage their engagement work, including submitting Expressions of Interest for engagement opportunities, invoicing, and meeting their own tax and compliance obligations. All payments are made directly to the survivor consultant by the engaging entity.



For **Engaging Entities**, the Network provides a structured, ethical enquiry process to identify and connect with survivor consultants whose lived expertise is most relevant to their needs. It ensures that consultants have access to training and skills development at each level of engagement. This supports ethical, transparent, and effective practice in engagement processes.

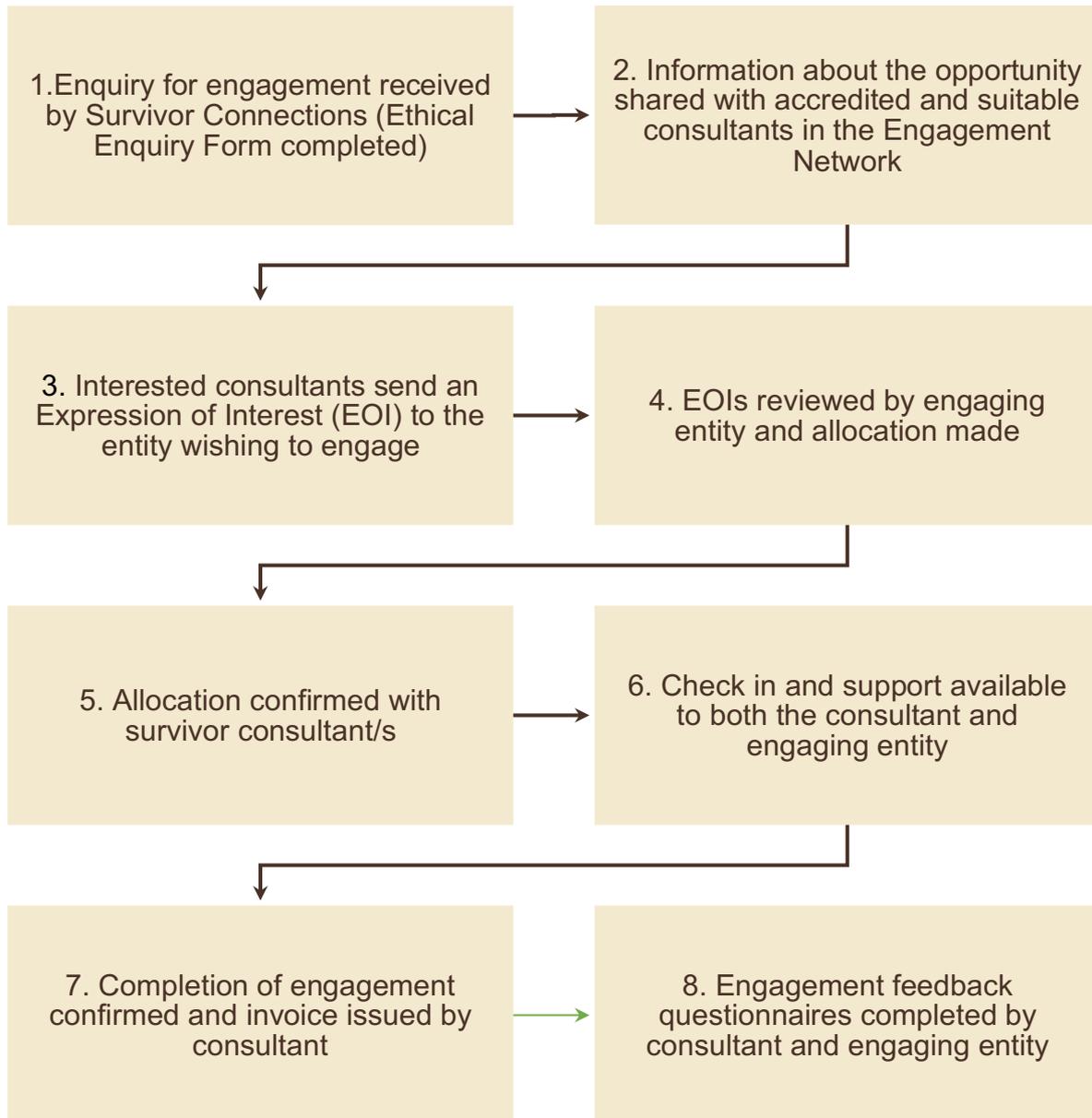
Connection process

Survivor Connections believes that connection sits at the heart of a relational approach, supporting healing, agency, and collective strength. Through peer support, we have learned that trust, shared understanding, and mutual support are central to recovery from the relational trauma experienced in situations of modern slavery. But this healing must also extend beyond peer spaces, to support connection both personally and professionally in broader contexts, building confidence and functional autonomy so survivors can pursue their goals and sense of purpose across different areas of life.

The Engagement Network's connection process is designed to provide structured opportunities for survivors to explore, develop, and apply relational skills in ethical and supported ways.



The following process connects engaging entities with survivor consultants via the Engagement Network:



Survivor Connections facilitates connection only. It cannot guarantee outcomes or formally vet either party for engagement opportunities. It is the responsibility of both the survivor consultant and the engaging entity to assess appropriateness, negotiate terms, and ensure that the engagement is ethical, safe, and mutually agreed.

CONNECTING WITH LIVED EXPERTISE

GUIDE TO USING THE RESOURCES

Survivor Consultants and Engaging Entities can use the below step-by-step process to guide them at each stage of engagement.

Please note that, aside from the Expression of Interest template, Ethical Enquiry Form, and Remuneration Resource, the additional practice resources are accessed through the relevant training pathways (either the Development Pathway for survivor consultants or training workshops for engaging entities).



I am a survivor consultant and want to share my lived expertise

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
Before the engagement		
Get ready to share my lived expertise	Understand the different ways I can share my lived expertise	Use the <i>Remuneration Resource</i> to explore the: <ul style="list-style-type: none"> • <i>Engagement Activities Guide</i>, which outlines suggested rates of pay for different activities at each level of engagement. • <i>Engagement Packages</i>, which help estimate how many hours different activities may require, including preparation time.

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
		<ul style="list-style-type: none"> ● <i>Guidance on payment options and processes</i> to support fair and consistent remuneration.
	Decide what kind of opportunities I have the time and capacity to do	<ul style="list-style-type: none"> ● Use the <i>Participant Plan</i> to think about what types of participation you are interested in and currently have capacity for. ● Use the <i>Wellbeing Plan</i> to explore the things that help you feel grounded, supported, and able to participate in a sustainable way.
	Access training to build my skills and confidence	<p>Access the Development Pathway via your personalised online consultant portal.</p> <p>Start by completing the entry-level ‘Participate’ modules:</p> <ul style="list-style-type: none"> ● Understanding modern slavery and the antislavery sector ● Ethical storytelling and empowered advocacy ● Financial literacy 101: For sole traders and consultants <p>Once you finish these modules, the next levels – ‘Advise, Collaborate, Co-design, and Co-deliver’ – will open up for you.</p>
	Commit to safe, ethical, respectful and professional engagement	<p>Use the <i>Creating Safety Resource</i> to familiarise yourself with the <i>Brave Space Guidelines</i> to help us create a safe and respectful engagement.</p> <p>Sign the <i>Community Standards Agreement</i> to commit to creating safe, respectful engagement practices.</p>

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
	<p>Develop my professional profile as an independent survivor consultant</p>	<p>Access the Engagement Network and create your consultant profile using the online portal. You can include:</p> <ul style="list-style-type: none"> • Your accreditation level • Areas of lived expertise or special interests (e.g. types of modern slavery, intersectional experiences) • Languages, demographics, and preferences (online, in-person, location) • Any support or accessibility needs (e.g. interpreter, tech support, trauma-informed considerations, childcare needs, online access) • Post reviews or feedback that help show your portfolio of work. <p>How the Engagement Network works:</p> <ul style="list-style-type: none"> • Consulting opportunities will be shared with you based on your level of accreditation via the <i>Ethical Enquiry form</i> submitted by engaging entities. • You are able to apply for consultation opportunities via an <i>Expression of Interest</i> process to the engaging entity. You won't be employed or contracted by Survivor Connections; you'll work as a sole trader or independent consultant. • As a consultant, you're responsible for managing your own finances, including invoicing, payments, and any tax obligations. You'll learn how to do this in the 'Financial Literacy for Sole Traders and Consultants' training module.

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
		<ul style="list-style-type: none"> Survivor Connections cannot provide financial advice, so we encourage you to seek guidance that's right for your personal situation.
Find suitable engagement opportunities with organisations and/or businesses entities	Check out opportunities via Ethical Enquiry Forms on the Network, then express your interest if it feels right for you.	Review information about opportunities via the <i>Ethical Enquiry Form</i> to decide if the engagement suits your interests and availability. Complete and submit an <i>Expression of Interest (EOI)</i> directly to the engaging entity. The EOI form allows you to share: <ul style="list-style-type: none"> Your professional profile and strengths Your areas of lived expertise and relevant experience Your availability Your working style, accessibility or support needs, and any preferences (e.g., online engagement, interpretation, wellbeing support)
If I am selected for the engagement...		
Prepare myself to engage in a safe and empowering way	Provide informed consent and confirm privacy details for the engagement	Read the <i>Trauma Transformative Resource's Confidentiality and Consent</i> section to understand what you should expect from the entities you will be working with. Discuss the details of the engagement opportunity directly with the entity you are engaging with, and ask any questions you have.

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
	<p>Communicate strategies for success with the engaging entity</p>	<p>Use the <i>Wellbeing Plan</i> and <i>Personal Risk Assessment tool</i> to mitigate risks and help you identify strengths, values, and purpose in lived experience work.</p> <p>The <i>Personal Risk Assessment tool</i> helps you:</p> <ul style="list-style-type: none"> • Identify personal risks in engaging • Develop mitigation strategies • Share them with the engaging entity <p>The <i>Wellbeing Plan</i> helps you:</p> <ul style="list-style-type: none"> • Outline personal strategies for self-care and managing trauma • Identify potential trauma responses or signs of distress • Communicate preferred ways that others can support you if you become activated or overwhelmed
During the engagement		
<p>Contribute my expertise effectively</p>	<p>Use trauma transformative strategies in engagement</p>	<p>Read the <i>Trauma-transformative Resource</i> to learn how you can navigate interpersonal impacts of trauma on engagement:</p> <ul style="list-style-type: none"> • Establish a relational approach to engagement • Recognise and respond to the impacts of trauma • Implement strategies to counteract relational trauma
	<p>Engage in reflective practice and problem solve effectively</p>	<p>Use the <i>Continuous Improvement Guide</i>, which includes the:</p>

I WANT TO...	SO, I NEED TO....	HOW TO DO THIS
		<ul style="list-style-type: none"> • <i>Reflective Practice tool</i>: Use this tool to regularly check in on your experiences, learn from them, and support continuous improvement. • <i>Rupture and Repair tool</i>: Use this tool to work through conflict in a relational way. It provides a clear, gentle process to address concerns or misunderstandings.
After the engagement		
Get paid appropriately for my expertise and work	Choose how I want to be paid	Depending on your individual circumstances, you can request payment from the entity you have worked with in one of two ways: <ul style="list-style-type: none"> • Payment by bank transfer: You can issue an invoice, provide your bank details and ABN for direct payment. • Payment by E-voucher: You can request payment by <u>Prezzee voucher</u>. Include your email address in the invoice where you want the voucher sent.
	Issue an invoice to the engaging entity I have been working with	Use the <i>Invoice template</i> to indicate how you would like to be paid and provide your details for payment (email or bank account).
Provide feedback after the engagement activity	Foster continuous improvement by providing feedback for the engagement.	Use the <i>Engaging Entity Feedback form</i> to provide feedback on what worked well and what could be improved. This can be shared with Survivor Connections and the engaging entity.



We are an entity (business, organisation, service provider, government agency) that wants to engage people with lived expertise

WE WANT TO...	SO, WE NEED TO....	HOW TO DO THIS
Before the engagement		
Meaningfully integrate lived expertise in our work	Consider the parameters of the engagement according to project aims, available resources, capacity, timeframe, and budget	Use the <i>Remuneration Resource</i> to explore the: <ul style="list-style-type: none"> • <i>Engagement Activities Guide</i>, which outlines the types of activities at each level of engagement and their suggested rates of pay. • <i>Engagement Packages</i>, which help estimate how many hours different activities may require, including preparation time. • <i>Guidance on payment options and processes</i> to support fair and consistent remuneration.
Plan an engagement activity	Plan and outline the key information for the opportunity	Use the <i>Engagement Preparation Checklist</i> to consider and plan your engagement activity.
	Access the Engagement Network	Submit an <i>Ethical Enquiry form</i> to Survivor Connections, to be shared with consultants in the Network

WE WANT TO...	SO, WE NEED TO....	HOW TO DO THIS
<p>Connect with consultants with relevant expertise</p>	<p>Select and confirm candidates to provide lived expertise</p>	<ul style="list-style-type: none"> ● Review the <i>Expressions of Interest</i> and inform successful candidates; notify unsuccessful applicants. ● Ensure that access support requests can be accommodated.
<p>Establish an ethical and trauma-transformative approach to engagement</p>	<p>Consider trauma informed approaches to obtaining consent and building trust</p>	<ul style="list-style-type: none"> ● Consider how trauma may influence interpersonal dynamics, communication, and participation at each stage of the process. ● Review the <i>Trauma-transformative Resource</i> for introductory considerations in recognising and responding to the impacts of trauma. ● Review the <i>Consent and Confidentiality</i> section of the <i>Trauma-transformative Resource</i> to consider ethical practice, privacy considerations, and how to support ethical decision-making. ● Obtain informed consent prior to the engagement.
<p>During the engagement</p>		
<p>Create safety and provide a supportive environment</p>	<p>Establish rapport and work collaboratively with consultants to prepare for the engagement</p>	<p>Establish a relational approach by familiarising yourself with the <i>Creating Safety resource</i>:</p> <ul style="list-style-type: none"> ● <i>Brave Space Guidelines</i> ● <i>Community Standard Agreement</i> <p>Provide opportunity for consultants to share information to foster a supportive environment via the:</p> <ul style="list-style-type: none"> ● <i>Wellbeing Plan</i> to support identified needs and understand supports that might be helpful.

WE WANT TO...	SO, WE NEED TO....	HOW TO DO THIS
		<ul style="list-style-type: none"> ● <i>Risk Assessment tool</i> to understand specific risks and what might mitigate them.
	Engage in reflective practice and problem solve effectively	<p>The <i>Continuous Improvement Guide</i> includes the:</p> <ul style="list-style-type: none"> ● <i>Reflective practice tool</i>: Use this tool to regularly check in on your experiences, learn from them, and support continuous improvement. ● <i>Rupture and Repair tool</i>: Use this tool to work through conflict in a relational way. It provides a clear, gentle process to address concerns or misunderstandings.
After the engagement		
Pay consultants promptly and fairly	Action the invoice provided by the consultant	<p>The invoice will indicate whether the consultant wants to be paid via E-voucher or bank transfer.</p> <p>*if your entity is NOT able to provide payment in either of those ways, please let the survivor consultants know PRIOR to the commencement of the engagement.</p>
Provide feedback after the engagement activity	Foster continuous improvement by providing feedback for the engagement	Use the <i>Survivor Consultant Feedback form</i> to provide feedback and assist with professional development. This can be shared with Survivor Connections and the survivor consultant.

GLOSSARY

These definitions are used by the Survivor Connections community in the specific context of survivors of modern slavery and this initiative. The terms may be interpreted in other sectors or contexts differently or with other nuances.

General recovery and trauma terms

Accreditation	Recognition of skills or competencies gained through Survivor Connections training, enabling access to different levels of engagement.
Acceptance	A process of acknowledging and validating past trauma while focusing on healing and rebuilding one's life.
Activated	A physical or psychosocial response to a trauma related stressor.
Advocacy	Speaking up for rights, justice, and better support for those affected by and recovering from modern slavery.
Belonging	The deep feeling of being accepted, valued, and connected to a group, community, or relationship where one feels safe and understood.
Capacity	Refers to a person's current ability to engage, function, and contribute across emotional, physical, and cognitive domains. It is shaped by internal and external factors such as health, the impacts of trauma, support systems, stress levels, and environmental demands and may fluctuate over time.
Connection	A meaningful bond, built on mutual understanding and trust.
Dignity-affirming	Actions, attitudes, or practices that respect and uphold an individual's inherent worth, validating their experiences without blame, and promoting self-respect and empowerment.
Economic empowerment	The ability to access resources, make decisions, and build financial independence and security.
Engaging entity	An engaging entity refers to any organisation, institution, business, government body or agency, service provider, or group seeking to engage with survivor consultants to integrate lived expertise in their antislavery efforts
Ethical enquiry	An ethical enquiry allows an entity to share key information about an engagement opportunity, such as the purpose of the activity, the level of engagement, and the nature and format of the engagement. It aims to facilitate transparency, support ethical decision-making, and help connect opportunities with the right consultants.

Ethical storytelling	Ethical storytelling is the practice of sharing lived experiences in a way that honours dignity, establishes boundaries, and resists exploitation of trauma. It ensures that people remain in control of their stories, considers risk of re-traumatisation, and supports survivors to share only what they choose, in safe and respectful settings.
Expression of Interest (EOI)	The Expression of Interest template provided by Survivor Connections allows survivor consultants to indicate their interest in a specific engagement opportunity. It allows them to communicate availability, areas of lived expertise, relevant experience, and any support needs, helping ensure a good match between the consultant and the activity.
Functional autonomy	The ability to thrive, reclaim personal agency, and achieve individual goals for recovery, productivity and fulfillment.
Intersectionality	The overlap between different forms of abuse, disadvantage, discrimination, or marginalisation that can make people vulnerable to exploitation or victimisation. Intersectionality considers how power intersects within systems and structures to create overlapping forms of discrimination, oppression, or disadvantage that can impact an individual, a group of people, or a community, based on gender, sex, sexual orientation, ethnicity, language, religion, class, socioeconomic status, ability or age, among other characteristics. ³
Lateral violence	When peers harm or undermine other peers instead of uniting against systems of oppression.
Levels of engagement	Levels of Engagement describe the different ways survivor consultants can contribute their lived expertise, ranging from more consultative roles (like giving feedback) to more collaborative or leadership roles (like co-design or co-delivery). ⁴
Lived experience	In this document, lived experience refers to the firsthand knowledge of modern slavery, human trafficking, or related exploitation.
Lived expertise	Lived experience that has been translated into expertise that can help improve policies, services, and solutions for people recovering from modern slavery.
Learned experience / expertise	Knowledge of something through education, training, or work/volunteering. ⁵
Peer support	Support provided by individuals with shared lived experience to others facing similar challenges, grounded in empathy and mutual respect.

³ Maram Framework, Victorian Government, 2019.

⁴ Insert reference WEAVERS

⁵ Lived Experience Engagement and Employment Framework – NHS August 2024.

Perpetrator	A person who victimises others with exploitation, violence, or abuse. Perpetrators can play many roles in a person’s life. They can be family, friends, a boss, a partner, or a stranger. Close relationships can make it difficult to identify perpetrators in some situations.
Post-traumatic growth	Personal growth that occurs as a result of overcoming the impacts of trauma and abuse, leading to increased resilience, personal strength, and purpose for life.
Recovery	The process of healing from trauma, reclaiming voice, and rebuilding functional autonomy.
Rejection hypervigilance	A heightened sensitivity to perceived or actual rejection, often leading to distress and defensive behaviours to avoid rejection.
Relational	This term refers to the way people connect, interact, and build relationships, especially in the context of healing from trauma through supportive and meaningful connections with others.
Relational Remedy Framework	The formal peer support framework developed by Survivor Connections, using a relational approach to recovering from experiences of modern slavery.
Remedy	In the context of recovery from trauma and modern slavery, remedy can be legal, psychological, social, or medical measures provided to survivors to restore their rights, wellbeing, and dignity. A comprehensive remedy aims to address both the immediate and long-term impacts of exploitation and trauma, ensuring survivors receive justice, protection, and the support needed to rebuild their lives.
Remuneration	Payment or compensation for time, expertise, and contributions to engagement activities.
Re-traumatisation	When someone is exposed to a situation that is similar to past traumatic experiences, adding new layers of trauma.
Reasonable adjustment	Adjustments in access to participation that allow peers to maximise their potential to engage in recovery, work, or peer support in an empowered and safe way.
Shame	A deep, distressing feeling of being fundamentally flawed, unworthy, or inadequate. It is often created and reinforced by experiences of trauma, abuse and societal victim blaming.
Survivor advocate	In this document, a survivor advocate is a person with lived experience of modern slavery, human trafficking, or related forms of exploitation who draws on their insights to support others, raise awareness, and drive systemic change.

Survivor consultant	An independent survivor advocate who engages in the Professional Development Pathway provided by Survivor Connections to be equipped for engagement opportunities, such as speaking, co-design, or training.
Trauma	A physical, emotional, and/or psychosocial response to a distressing experience that overwhelms an individual's ability to cope, forcing them into a crisis of survival.
Trauma transformative practice	The ability to translate trauma-informed principles into practices that respond to trauma in a way that focuses on healing, empowerment, and long-term recovery.
Wellbeing	Encompasses quality of life and the ability of people and communities to contribute to the world with a sense of meaning and purpose. ⁶

Modern slavery and exploitation terms

Modern slavery involves the use of force, fraud, or coercion to exploit someone for personal or commercial profit.⁷

Modern slavery and slavery-like practices	Crimes that involve one person treating another as if they owned them. It removes a person's agency and choice about their own life.
Forced marriage	When one or both people are pressured into a marriage against their will. The people being forced to marry may be adults or children, and may be coerced, forced, or tricked into a marriage by their families, communities, or other parties.
Forced labour	When someone is made to work because of force, fraud, or coercion. The International Labour Organisation has developed resources to help people identify forced labour with <u>11 indicators</u> . ⁸
Servitude	Situations in which someone is forced, tricked, or coerced to work or provide services. They are made to believe they are not free to leave or stop working or providing services.
Sexual servitude	A type of modern slavery where someone is made to provide sexual services because of force or threats. This could be in person or online.
Deceptive recruitment	When someone is tricked about the nature or conditions of work they are being recruited for.

⁶ Health Promotion Glossary of Terms, WHO, 2021.

⁷ Anti-slavery International, 2025.

⁸ International Labour Organisation, 2012.

Debt bondage When someone is forced to work to pay off a debt without defining how to repay it. It is difficult or even impossible to repay the debt in a way that is fair and/or reasonable.

ⁱLamb, K., Dembele, L., Nina, F., Fiona, A., & Hegarty, K. (2023) *An Australian Framework for the ethical co-production of research and evaluation with victim survivors of domestic, family, and sexual violence*. University of Melbourne, Safer Families Centre. Available at:
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