



Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A



Read the instructions before completing this form
 Must be filed by March 31
 Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
 Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. File Number

2. Corporate Name: (Required)

3. The public benefit corporation's board of directors has reviewed and approved this report.

4. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

5. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Public Benefit Corporation's Chief Executive Officer

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No

HumanitarianHR

HumanitarianHR, SBC Annual Report 2022

Background on HumanitarianHR

HumanitarianHR was established as a Specific Benefit Corporation (SBC) on May 24, 2018 to prevent and protect vulnerable people from sexual exploitation, abuse, and trafficking.

In tandem with the global movement to end impunity for sexual harassment, exploitation, and abuse, HumanitarianHR was launched to eradicate the sexual exploitation, abuse, and trafficking of refugees, displaced people and other at-risk populations by those working in the humanitarian aid and development sector. HumanitarianHR has a diverse team of consultants helping organizations develop the highest standards to protect their staff and at-risk populations from sexual exploitation, harassment, and abuse, safeguarding dignity and restoring hope for those silenced in global development and aid settings.

HumanitarianHR services provided include:

<ul style="list-style-type: none"> • Safeguarding policy and practice recommendations • Independent safeguarding investigations and recommendations • Development of safeguarding investigation procedures • Protection from sexual harassment, exploitation, and abuse (PSHEA) training for staff and managers • Training for safeguarding investigators and focal points 	<ul style="list-style-type: none"> • Development of prevention, response, and accountability mechanisms, including community-based complaint mechanisms • PSEAH prevention mainstreaming • Auditing of safeguarding programs • PSEAH accountability and compliance guidance for contractors and vendors • Ombudsman support for survivors • Protective accompaniment for vulnerable people
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HumanitarianHR focuses exclusively on helping humanitarian aid and development organizations bolster their safeguarding work to protect the people they serve and their staff from sexual exploitation, abuse, harassment, human trafficking, and other harm by humanitarian actors.

- (i) The ways in which the corporation pursued and created the specific public benefit stated in its articles and
- (ii) The extent to which that specific public benefit purpose was pursued and created

In 2022, HumanitarianHR, SBC provided most of its services through online and remote support, and returned to performing work on-site in international locations after COVID19 restrictions were lifted. The following services were provided in 2022, in conformance with HumanitarianHR’s mission as a specific benefit corporation:

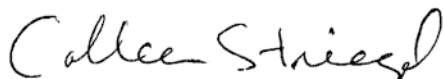
- Continued to conduct remote and on-site independent investigations into allegations of sexual exploitation, abuse, and harassment (SEAH) by aid workers against humanitarian and development aid recipients. Work was performed in Kenya, Democratic Republic of Congo, Uganda, Mozambique, Ghana, Nepal, Cambodia, Thailand, Mali, Somalia, Sierra Leone, and Colombia.
- Facilitated on-site safeguarding training for humanitarian and development aid staff working in Bangladesh.
- Conducted an in-depth safeguarding assessment of a country program of a major international NGO for a donor that was funding the organization. The survey involved evaluating the NGO's existing safeguarding policies and procedures, evaluating the organizational culture, identifying whether a conducive environment existed for staff and partners to report safeguarding incidents, and developing a safeguarding risk assessment and monitoring tool for the donor's funded initiative.
- Conducted a comprehensive Safeguarding and Protection Risk Assessment for a large international NGO in the Democratic Republic of Congo to determine the quality of safeguarding policies, the knowledge and attitudes of staff and the community with respect to the policies, the application of the policies, and contextual challenges. Surveyed the NGO and partner staff and interviewed 364 community members in 35 villages, and prepared a comprehensive report with recommendations for the NGO's leadership.
- Conducted Diversity, Equity, and Inclusion (DEI) training for national staff aid workers in east Africa working for a major US university.
- Secured a Long Term Agreement with the World Health Organization (WHO) to conduct surge SEAH investigations.
- Secured a retainer contract for SEAH training and investigations for a major international NGO.
- Continued supporting UNICEF with their safeguarding initiatives under a long term agreement secured last year.
- Developed our research capacity to help humanitarian development and aid organizations to better understand the prevalence of SEAH in their organizations and how to prevent it. This involved developing our own assessment model which we hope to market in the coming year.
- Built an international team of associate consultants now totally 28.

(iii) Any circumstances that hindered efforts to pursue or create the specific public benefit

Nothing hindered HumanitarianHR, SBC's efforts to pursue or create its specific public benefit. We had successfully adjusted our operations imposed by the global pandemic, and now the changes we made in online and remote services continue to benefit our organization. We look forward to celebrating our five (5) year anniversary of providing services to protect at-risk populations in the coming year.

CERTIFICATION BY THE BOARD OF DIRECTORS

The undersigned, being all the directors of HumanitarianHR, SBC, hereby acknowledge and certify that we have reviewed and approved this Annual Benefit Report for a Specific Benefit Corporation.



Colleen Striegel

SUBMISSION

I, the undersigned, certify that I am the Chief Executive Officer of this Specific Benefit Corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the Secretary of State for filing, and that this document is current when signed. I further certify that I have provided all the required information and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury set forth in Section 609.48 as if I had signed under oath.

Colleen Striegel

Colleen Striegel
Chief Executive Officer



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OFFICE OF THE SECRETARY OF STATE
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03/15/2023 11:59 PM

Steve Simon

Steve Simon
Secretary of State